

THE BULLETIN

OCTOBER 3, 1994 ~ 48TH YEAR - NUMBER 5

INSIDE

Let's abolish full professors!

PROFESSOR RONALD DE SOUSA OF the Department of Philosophy makes a suggestion that sounds more outrageous than it is. *Commentary* Page 12



Tenure review

THE ISSUES ARISING OUT OF THE dismissal of Herbert Richardson affect the entire Canadian university community. *Page 3*

The global city

THE CENTRE FOR URBAN & Community Studies produces work that interests city planners all over the world. *Page 9*

It's time to give

THE UNIVERSITY'S FACULTY & Appeal has been launched. *Page 5* And United Way is making its annual appeal. *Pages 51-54*

Valdés, Hutcheon Rebuild Literary History

BY SUZANNE SOTO

FOR HUNDREDS OF YEARS nations have recorded the deeds of their great writers and noted the major events that have influenced their works — the emergence of political and religious movements, large migrations and wars.

This chronicling of literary history has traditionally been carried out by people sharing geographical boundaries, languages or beliefs with the writers and has therefore been confined to specific areas, as witnessed by titles such as *Una Historia Literaria de España* and *The Literary History of Canada*.

But two of the University's prominent scholars of literature — Professors Mario Valdés of the Department of Spanish & Portuguese and Linda Hutcheon of the Department of English and the Centre for Comparative Literature — say the time has come to rewrite the world's literary history. They have embarked on a five-year project to produce a multi-volume, comparative literary history of five areas: Africa and the African diaspora, Latin America, eastern and central Europe, East Asia and the southern Mediterranean in the 19th and 20th centuries.

Using a new approach to recounting history, Valdés, Hutcheon and between 200 and 300 international collaborators plan to go beyond national boundaries and languages. They want to take into account not



Mario Valdés and Linda Hutcheon

only geographic and anthropological factors but also economic, political, cultural and social perspectives to explain the contexts of various communities' literature. The individual histories will include many categories of "literature" — factual as well as fictional, oral as well as written and vernacular as well as canonical. It will also examine the impact on literature of more recent developments, such as the evolution of feminist thinking, information technology, television and other media, and the interaction of people across national boundaries and languages.

"It is a very ambitious project, one that has never even been attempted before," Valdés acknowledged during an interview. "We will start with the land, the people, the conditions of living and how all this reflects the creation of literature and culture. Then we will deal with enormous geographic areas where cultural linkages have developed over centuries."

The Latin American series, for example, will consist of three volumes of some 500 pages each. The first will identify major cultural centres and the impact of geography on their development. In Latin America,

Valdés explained, cities located at high altitudes in temperate climates — such as Mexico City and Bogotá in Colombia — have always had very strong and dominant cultures. "That has not been the case in tropical areas prone to tropical diseases, such as Acapulco in Mexico or Maracaibo in Venezuela."

The second volume will discuss the social factors that affect culture — censorship and the availability of funding for the arts, for example. The last will provide a more

~ See VALDÉS: Page 2 ~

FUN OR FOOLISHNESS

These days orientation is a process of finding the right balance

BY ALFRED HOLDEN

LIKE MOST FIRST-YEAR STUDENTS, WILL FLETCHER wanted to stay out of the spotlight, not become it. But as often occurs in the swirl of happenings at the start of a fall term, events overtook him.

"Don't play soccer with your hands tied behind your back or your knees strapped together," the 19-year-old performance student in the Faculty of Music now advises. He should know; he was a participant in a soccer game between male and female first-year students at Victoria College, becoming one of two young men with injuries to show for it.

Contrary to some reports he was not hurt seriously, nor, he says, was he hospitalized; in a tumble during the game Fletcher's teeth dug into the lower right side of his face. For a couple of days afterward "my lip was the size of a football," he says. In the same initiation match a Burwash Hall colleague who lives across the hall did not fare as well, cracking teeth in a similar fall and requiring stitches to close a cut in his chin.

Both were willing participants, however, and their injuries were the only ones reported during orientation and its related activities this year, which by

various accounts struck a balance favouring serious fun over serious foolishness. "The parade went extremely well, the concert was well organized and we're not aware of any major trouble," says David Ruddell, external commissioner of the Students' Administrative Council.

Yet the soccer incident brought to the fore the lingering difficulties that U of T and no doubt other universities continue to face at the start of each fall term as they walk a fine line between staying civilized and tolerating expression of community pride, youthful zeal and students' urge to party.

Complicating things is the weight of a powerful tradition. About hazing, Bruce Bowden, dean of men at Trinity College, says: "Among our alumni there is a strong feeling that some of their closest friends were made through this process and that it was one of the most formative experiences of their lives." Apparently some students feel the same way today. "The students think they have a wonderful time, they love it and we can't break the idea," Bowden says.

Why does it matter? On the one hand, says Susan Addario, the



A FRESHY'S FIRST NIGHT IN TORONTO

Torontoensis (1908-1909)

~ See FUN: Page 5 ~

Performance Indicators Are Being Developed

MEMBERS OF GOVERNING Council will soon discuss a set of performance indicators for the University as promised in the white paper on planning, Provost Adel Sedra says.

Sedra told Academic Board Sept. 23 that a report on performance measures has been written and is being revised. In an interview he said a draft of the report was scheduled to be discussed at a Sept. 29 meeting of principals and deans. The outcome of that meeting would probably determine when the report will be forwarded to the boards of Governing Council but Sedra said he expected it to happen "in the next few weeks." Unlike the white paper the report will not be distributed for extensive consultation or input on campus because it is a shorter and much more "technical" document than the planning paper, Sedra said.

According to the white paper, U of T must develop self-assessment and accountability measures to achieve the many academic and

financial objectives for the University that are outlined in the paper.

"We will need to monitor our progress along the way," the paper says. "For each of these objectives and strategies, we need to ask ourselves: How would we know whether we had achieved this objective? and 'How would we know whether we were moving in the right direction?' We need, in other words, to develop indicators of our performance...[as] a central component of the planning process."

Sedra said the performance indicators will track the white paper's objectives and propose ways of measuring progress. Some of the indicators will apply to individual departments and faculties and others will be for the institution as a whole. Only some of the performance checks will have numbers as the basis for gauging success or failure.

"Not every one of our activities can be measured that way so some of the indicators are qualitative, or descriptive accounts of progress," Sedra said.

IN BRIEF



OISE, U of T await news on conciliator

U OF T MAY CONTINUE HOLDING DISCUSSIONS WITH THE ONTARIO Institute for Studies in Education (OISE) on a possible merger of the two if the province appoints a conciliator in the talks, President Robert Prichard says. However, Prichard told Academic Board Sept. 23, the University's participation depends on whom the government names to mediate the talks. OISE requested a conciliator after the talks failed to produce an agreement by the Sept. 16 deadline. Prichard added that the University is committed to making the talks work but if they don't lead to a merger, the administration will work with the dean of the Faculty of Education to see what the future may hold for the faculty.

Explosion causes minor injuries

THREE STUDENTS WERE TAKEN TO THE TORONTO HOSPITAL following an explosion in a second-floor laboratory at the Lash Miller Chemical Laboratories Sept. 23. They were treated for minor cuts and burns and released, said Sgt. Len Paris of the U of T Police. The incident occurred around 10 p.m. when three students conducting experiments poured chemicals into a glass container. It exploded and flying glass and chemicals struck them in the face and upper body. Paris said the incident was investigated by the provincial department of health and safety as well as U of T's chemical safety officer. "What they think happened is that there was some other material in the container, which produced a reaction and an explosion."

Powell a winner of Gardiner Award

PROFESSOR EMERITA MARION POWELL OF THE DEPARTMENT of Health Administration has won a Gardiner Award, sponsored by the Toronto Board of Trade and awarded to people who make significant contributions to the development and well-being of Toronto. Powell, who is known as a leader in the field of women's health, taught from 1972 to 1988 as a professor of health administration with cross-appointments to family and community medicine and social work. She also taught at Ryerson and Seneca and at Women's College Hospital, which nominated her for the award.

Study of capitalism receives support

PROFESSOR ROBERT BRYM OF THE DEPARTMENT OF SOCIOLOGY HAS been awarded a \$91,000 Social Sciences & Humanities Research Council grant and \$19,900 from the U of T Institute for International Programs. The money will help fund a study of the development of capitalism in Russia that Brym is undertaking in a joint project with three researchers at the Russian Centre for Public Opinion Research in Moscow. Brym was recently appointed to the editorial boards of two Moscow-based publications, *Sotsialisticheskii zhurnal*, the journal of the Institute of Sociology in the Russian Academy of Science, and *THESES* (Theory & History of Economic & Social Institutions & Systems). He has also joined the international advisory board of *East European Jewish Affairs*, based in London.

Vranic named distinguished lecturer

PROFESSOR MLADEN VRANIC, CHAIR OF THE DEPARTMENT OF Physiology, has been selected as the Solomon A. Berson Distinguished Lecturer by the American Physiological Society's endocrinology and metabolism section. He will deliver the Berson lecture next April at the society's experimental biology meeting in Atlanta. Vranic was chosen for his many contributions to the field of physiology and his standing as a leader and role model for younger scientists. The Berson lecture is one of 12 lectureships sponsored by the society. Their purpose is to strengthen scientific gatherings and highlight current physiological research.

Valdés, Hutcheon Rebuilding

— Continued from Page 1 —
traditional overview of Latin American culture over the past 600 years with a particular emphasis on key authors and literary works.

Valdés and Hutcheon hope the Social Sciences & Humanities Research Council will help to fund the megaproject. In April they applied for a SSHRC grant of \$750,000. If their request is denied Valdés will approach large foundations and corporations in the United States. The project will not stop, he said, but may move south which he views as a substantial loss for U of T and Canadian academic life. "But I don't like to think about that because I am still very optimistic we will get the grant."

The money is needed to pay for a number of progress seminars to be held in Toronto over the next five years. The seminars will bring together the hundreds of researchers

around the world compiling information and writing chapters.

Editors for three of the five projects have been identified and will begin their work in earnest in November with the assistance of eight U of T graduate students. Valdés and Professor Djelal Kadir of the University of Oklahoma and editor of *World Literature Today* will co-edit a comparative literary history of Latin America. Professors Biodun Jeyifo of Cornell University and Henry Louis Gates, the director of Afro-American studies at Harvard University, will oversee the African project and Professor Wlad Godzich of the University of Geneva will edit the eastern and central Europe series. Valdés said the individual directors of the literature departments at the University of Tokyo and Beijing University have tentatively agreed to edit the Asian project, scheduled to begin in the fall of 1995. He is now

looking for an editor for the southern Mediterranean series, set to go ahead in 1996. Valdés and Hutcheon will act as general editors of the whole project and write a volume on the theory of comparative literary history. They hope to begin publishing in the fall of 1998, perhaps with Harvard University Press as publisher.

Valdés and Hutcheon believe that once published, the series will have great benefits. "We expect these to be reference works in libraries around the world," said Valdés. Scholars interested in the relationships among different cultural groups should also be able to use the works. In the end the project may influence the very definition of literature. Explained Valdés: "We hope that a new generation of students will begin to think more of literature not as an embellishment of culture but as culture itself and perhaps lead to a new way of working in the humanities."

OCUA Report Ignores Value of University System, Prichard Says

A REPORT SUGGESTING ONTARIO universities be funded on a contractual basis doesn't do justice to the institutions' success over the past 30 years, President Robert Prichard says.

"Our university system is one of the leaders in the western world in terms of what it has been able to accomplish with relatively modest resources," Prichard told Academic Board Sept. 23. The report ignores this fact as well as the hard work conducted by universities and the people who have strived to strengthen them, he said. The document, Sustaining Quality in Changing Times — Funding Ontario Universities, was prepared by the Ontario Council on University Affairs (OCUA) and released for broad public discussion in early August.

The president added that if ever implemented, some of the report's proposed changes to the current university funding system would invite a damaging degree of government control and intervention in the affairs of universities. It would also lead to a dilution of support for students. Because of such factors all universities, and U of T in particular, have an obligation to respond, he said.

The 65-page OCUA report proposes three funding alternatives. The first two would moderately adjust the existing enrolment-driven funding formula to make it more "flexible and effective." The third option would introduce an entirely new system where the government would determine the amount of services — such as teaching and research — it wants from universities and allocate funds accordingly. Academic Board will hold a special meeting on the report Oct. 14, three weeks before the University formally responds to OCUA at a public hearing on the document scheduled for early November in Toronto.

Several members of Academic Board spoke against the OCUA

paper. Professor David Tinker of the Department of Biochemistry said the document doesn't recognize that many Ontario universities, including U of T, have already restructured their activities to address concerns about accessibility and public accountability. Professors Ronald Kluger of the Department of

Chemistry and Professor Lynd Fergusson, principal of University College, noted the paper's inability to grasp the importance of research for both teaching and Ontario in general.

"Research is a resource the province can get nowhere else," Kluger said.

THE BULLETIN SCHEDULE 1994-95

During 1994-95, *The Bulletin* will be published on the following days:

SEPTEMBER 19	DECEMBER 12	MARCH 6	MAY 8
OCTOBER 3	JANUARY 9	MARCH 20	MAY 29
OCTOBER 24	JANUARY 23	APRIL 3	JUNE 12
NOVEMBER 7	FEBRUARY 6	APRIL 24	JUNE 26
NOVEMBER 21	FEBRUARY 20		

DEADLINES

ADVERTISING:

space for display advertising must be booked at least two weeks in advance of the issue in which the ad is to appear. Ad copy must be at *The Bulletin* offices no later than 10 days before the publication date.

CLASSIFIED ADS:

must be submitted in writing with payment no later than 10 days before the publication date.

For information about display advertising in *The Bulletin*, please call 978-4933; for classified advertising, 978-2106.

UNIVERSITY - OF - TORONTO

THE BULLETIN

EDITOR: Jane Stirling • janes@dur.utoronto.ca
ASSOCIATE EDITOR: Karina Dahlin • karind@dur.utoronto.ca
WRITERS: Suzanne Soto • suzanne@dur.utoronto.ca
Alfred Holden • alfred@dur.utoronto.ca
EDITORIAL ASSISTANT: Alisa Ferguson • alisa@dur.utoronto.ca
PRODUCTION: Michael Andrechuk • Bob Lariviere • Jo Catucci
ADVERTISING: Nancy Bush • nancyb@dur.utoronto.ca



The Bulletin is printed on recycled paper. Material may be reprinted in whole or in part with appropriate credit to *The Bulletin*.

Published every two weeks by the Department of Public Affairs, 21 King's College Circle, 2nd floor, University of Toronto, Toronto, M5S 1A1.

EDITORIAL ENQUIRIES: 978-6981 • DISTRIBUTION ENQUIRIES: 978-4933 • ADVERTISING ENQUIRIES: 978-4933 • Display advertising space must be reserved two weeks before publication date. FAX: 978-7430.

Collegium Approves Dismissal

Richardson case demonstrates principles of tenure

AT A SPECIAL MEETING SEPT. 21, the collegium of St. Michael's College decided to accept a recommendation to dismiss Professor Herbert Richardson.

The recommendation was made in a 56-page report by a three-member hearing committee headed by Professor John Evans of Osgoode Hall Law School. Citing student complaints, conflict of interest and abuse of medical leave, the panel said Richardson, who teaches religious studies, could be fired for gross misconduct.

The collegium had invited Richardson to state his side of the case in writing and he accepted the invitation. After a discussion the board passed a resolution to dismiss him. Richard Alway, president of St. Michael's, said the meeting was held in camera and it would be inappropriate to reveal if the resolution was adopted unanimously.

The hearing was open at Richardson's request, said Alway. It is not the first time in the history of Canadian universities that a tenured professor has been dismissed, he noted. However, he believes it is the first time a tenure hearing has been open.

The principles of the case, said Alway, "go right to the heart of what this university is about." The panel found that tenure gives an extraordinary set of protections to faculty members, "which is quite appropriate," Alway observed. "By the same token, because it places faculty members in a position of what the tribunal panel called 'enhanced trust,' tenure has certain attendant responsibilities and accountabilities and I think that is real-

ly what his case is about."

The Bulletin invited a number of U of T governors to comment on the implications of the case.

Professor Michael March of the Department of History and chair of Academic Board, said the hearing committee's report safeguards tenure and academic freedom. "It says that academic freedom does not mean the protection of persons who don't do their job or misstate the facts about their jobs," he said. "When academic freedom is held to do that, it diminishes its place and standing throughout the institution, so I believe the report serves as a defence of academic freedom rather than the reverse."

Professor Lynd Forgusson, principal of University College, concurs with the hearing panel's decision. "I thought it was a very fair and strongly argued decision and one that made a very important statement about the obligations of professors who have tenure," he said.

Forgusson hopes the decision will educate the public about the meaning of tenure. "People in the business community particularly find the notion difficult to understand," he said. "They tend to think of tenure as a kind of job security, which it is not intended to be. If members of the public follow this case, they will also understand that it is not just a licence to do whatever you want to."

Brian Buchanan, an alumni representative on Governing Council, said tenure is an issue that governors and University administrators must address with great sensitivity when they speak about it in public. "Tenure

strikes at the heart of what the University is all about but from a private sector's perspective tenure may also strike at the heart of what troubles the university sector in terms of its ability to manage."

Respecting the mission of universities means allowing them the freedom to carry out the research they think is important and appropriate, Burchell said. "At the same time tenure represents a potential obstacle to sound and accountable management of public resources. There is an inevitable dichotomy and it is not easy to balance." In his view tenure "is good for the University, good for faculty members and good for the greater society." But the Richardson case has demonstrated there may be problems, he said, and they must be handled by universities themselves — not the government.

Peggy Haist, an administrative staff member of Council, said tenure is valuable for keeping at arm's length people who would willfully interfere with research or teaching. "I was brought up with the idea that academic freedom involved being protected from influence — not influence of any kind, but mainly political influence. Now I'd be just as worried about commercial influence, the way things are going."

Toronto lawyer Stanley Makuch said he is satisfied the current tenure system strikes the right balance between protecting freedom of expression while permitting censure for misconduct. Makuch is an alumni representative on Governing Council and a former tenured professor in the Faculty of Law.

SEEING THINGS



Gloria Leibel of the Hugh MacMillan Rehabilitation Centre was one of the visitors to the opening of the University's new adaptive technology resource centre Sept. 21. Leibel is wearing a head-mounted display unit and is operating a joystick that allows her to travel in a world of virtual reality. The resource centre, located at Roberts Library, helps students with disabilities gain access to e-mail, library resources and other electronic services. It also helps faculty members explore ways to teach students with disabilities and is a site for research on new adaptive technologies.

ANNE SCHROEDER

Thoughts on Tenure

The three-member hearing committee that found St. Michael's College had reason to dismiss Herbert Richardson also made some general observations about tenure.

"WHAT FOLLOWS IS NOT A set of prescriptions, but merely suggests directions for thinking about some of the rights and responsibilities of tenured professors in Canadian universities.

The challenge is to reduce the likelihood of poor performance or abuse by faculty members, without at the same time essentially eroding the traditional autonomy of academic life that is an integral part of our job. Those of our colleagues who occupy formal academic administrative positions from time to time have particular responsibilities to assist us to perform to our potential, to remind, advise and warn us when we are not, and to be alert for the possibility that unsatisfactory performance may be the result of some malaise. At least as important, though, is the informal support, encouragement and advice that we owe to each other as university colleagues, often of long standing. As should be apparent from this case, the formulation of faculty rules, or a code of ethics, is undoubtedly part of the answer, but without a conducive environment and an alert administration rules alone are not enough.

First, it seems to us important that

faculty members maintain some level of participation in the collective life of their department. Self-imposed isolation from our colleagues can insulate us from prevailing norms, practices and expectations about teaching and scholarship. Those who avoid regular contact with colleagues are more liable to drift into outside activities that gradually consume the time and energy that should be channelled into their work as university professors.

We are well aware that some professors say that they work most effectively away from the campus. Technology has also made it increasingly easy to work at home, so that some choose to be present on campus only for as long as is needed for them to discharge their responsibilities to their students, and their specific administrative assignments. But in our view, the promotion of a healthy collegium calls for more than this, and we think that faculties should consider whether it would be useful to provide guidelines on the number of days that their members are normally expected to be on the campus during regular operating hours.

Of course, it would be hopeless to try to prescribe universal rules: there are too many individual factors to be taken into account... But the existence of some collectively agreed norms may still be of assistance in

promoting a sense of collegial accountability, ensuring an appropriate degree of availability to students, and providing a number against which departmental chairs and deans can discuss with faculty members what may appear to be problems of non-attendance.

Second, it is of the utmost importance that complaints about a professor's teaching are handled promptly, effectively and sensitively. For the most part, we all want to do our jobs well, and are eager to improve. It should therefore be possible for the relevant member of the administration to discuss in a constructive manner any concerns that have been expressed...

Third, the institution of an annual discussion between individual professors and the relevant academic administrator to review past performance and future plans seems important. This might usefully include students' evaluations of their courses and instructors, as well as their research, administrative responsibilities and outside activities.

Fourth, a formalized duty to disclose outside activities seems to us to be the key to curbing conflict of interest abuse. We would include all activities from which the faculty member derives financial benefit, whether related to a professor's academic work or not."

Boost for Jewish Studies

BY SUZANNE SOTO

OF T WILL SOON ESTABLISH A Chair of Jewish Studies. The initiative, which has raised \$2 million in private funding to date, confirms that the University is deeply committed to advancing Jewish scholarship says the head of Academic Board.

Professor Michael Marcus of the Department of History and one of many people involved in the project said the chair will allow the existing Jewish Studies Program to attract a leading scholar in the field and greatly raise both the program's and the University's international profile. Marcus said the University has wanted to endow a chair in this area for many years but has been unable to obtain the funds needed until now.

At a reception held at President Robert Prichard's residence Sept. 25, it was announced that Richard Schiff, chair of Penta Capital Corp., and his wife Dorothy, have made a major donation towards the chair's establishment. Janet Devine Nankivell, a senior development officer in the Division of Development & University Relations, said contributions have also been made by other donors approached by members of the Chair of Jewish Studies campaign, headed by volunteers Mary

Goldberg and Lionel Schipper. The goal is to raise \$2.5 million.

In a related development Milton Shier, chair of OSS Inc., has announced he will donate \$1 million for the establishment of a visiting professorship in Jewish studies. The gift is being made in memory of Shier's late wife, Shoshana Shier, a 1973 Woodsworth College graduate.

Professor Libby Garshowitz, director of Jewish studies, said she is delighted by the contributions.

"As we stand on the threshold of the 21st century, the Chair of Jewish Studies will continue to provide academic excellence in teaching, research and scholarship and will be able to expand the program's offerings to the University, Jewish and general community of Toronto."

Established in 1969, the Jewish Studies Program in the Faculty of Arts & Science is located at University College. It offers 60 courses in religion, languages, literature, history and philosophy and provides undergraduate students with a broad understanding of Jewish culture from antiquity to the modern day. The program has 20 professors and three lecturers. It is supported by the largest library collection of materials on Jewish subjects in Canada. Last year 847 students took courses in the program.

Free Science Lectures

1994 Fall Series

Sundays at 3 p.m.

J. J. R. Macleod Auditorium, Medical Sciences Building
University of Toronto
1 King's College Circle - Queen's Park at College Street

October 16	A zoologist's approach to multiple sclerosis (Presidential address)	Betty I. Roots Department of Zoology University of Toronto
October 23	Synthetic DNA and biology	Michael Smith Director, Biotechnology Laboratory University of British Columbia Career Investigator, Medical Research Council of Canada, 1993 Nobel Laureate
October 30*	Why outline pictures make sense to the sightless and the sighted *Note: lecture in Room 3154 MSB	John M. Kennedy Division of Life Sciences Department of Psychology University of Toronto
November 6	Diatoms to dinosaurs: the size and scale of living things	Chris McGowan Department of Vertebrate Palaeontology Royal Ontario Museum Department of Zoology University of Toronto
November 13	Physicians, parliament and euthanasia	Fredrick Lowy Department of Psychiatry Director, Centre of Bioethics University of Toronto
November 20	Whither Nuremberg? Medicine's continuing Nazi heritage	William E. Seidelman Department of Family & Community Medicine Medical Director HIV Ambulatory Program The Wellesley Hospital, Toronto
November 27	The solar system: insights since Apollo	David W. Strangway President University of British Columbia

Royal Canadian Institute

.....bringing science to Canadians since 1849
Call 928-2096 for information

University of Toronto

The Department of Political Science
and the Centre for Russian and East
European Studies

present

A John M. Olin Lecture & Seminar

by

Michael Mandelbaum
Johns Hopkins University

Christian A. Herter Professor at Johns Hopkins
School of Advanced International Studies and
directs the Program of East-West Relations at the
Council on Foreign Relations in New York City.
He is the author or co-author of six books and
numerous articles.

"Post-Cold War American Foreign Policy"

Lecture
Wednesday, October 19 at 4 pm
Alumni Hall 400, St. Michael's College

"The New Face of Nuclear Proliferation"

Seminar
Thursday, October 20 at 10 am
Sidney Smith 3050, 100 St. George St.

1994 Samuel James Stubbs Lecture

EMILY VERMEULE

Harvard University

Aegean Voyages

Tuesday, October 4, 1994

4:30 p.m., Room 140, University College
15 King's College Circle, University of Toronto

Members of the staff, students and the public are cordially invited

ST. PAUL'S CHURCH 227 Bloor Street East - ☎ 961-8116 SUNDAY SERVICES

8:15 a.m. QUIET COMMUNION
* 9:15 a.m. CONTEMPORARY WORSHIP
11:00 a.m. TRADITIONAL WORSHIP
7:15 p.m. EVENING SERVICE
Parking courtesy Manulife opposite the Church

"WORSHIP IN A NEW KEY" 9:15 a.m.

*For those seeking a
NEW experience of God*

- Contemporary Music
- Life Relevant Message
- Nursery and Programs for Children

ALL WELCOME

Serving the University community for over 40 years



World Travel

Specializing in Conferences,
Business Trips, Vacations
at LOWEST PRICES

323 College Street, Toronto, Ontario
(416) 979-2171 Fax: 979-2626

Use your University Travel Card
(American Express or Diners Club/enRoute)



Ontario Sunshine An Exhibition of Watercolours by Gabor. P. Mezzei, OSA, SCA

Thirteen new watercolours of summer scenes at the University of Toronto Saint
George Campus are included in the exhibition. Price range - \$190 to \$680 - framed.
(The exhibition continues to Sunday, October 30th, 1994.)



Gallery Gabor Ltd.

587 Markham Street (15 min. walk from U of T), Toronto, Ontario M6G 2L7

Telephone: (416) 534-1839

Tuesday to Sunday - 2 p.m. - 6 p.m. Or by appointment.



There's no
photo radar
on the
information
highway.



Get started.
Get e-mail.

Free to eligible faculty, staff,
and graduate students.
Application forms available at
the School of Graduate Studies,
63 St. George Street;
Computing & Communications,
4 Bancroft Avenue, Room 214;
and from your departmental
technology contact.

Kensington Kitchen

Mediterranean specialties include cous cous, lamb, hummus, falafel, tabbouleh, vegetarian pasta & seafood.

Open daily 'til 11 p.m. • Sunday brunch • Group reservations • Fully licensed • 124 Harbord St. 961-3404

FUN OR FOOLISHNESS

- Continued from Page 1 -

University's personal health and safety officer, many activities related to the first weeks of the fall term are downright dangerous. On the other, there's the delicate matter of consent. People ought to question whether the targets of the frenzy — first-year students — are being put on the spot, she says. They've just arrived on the campus and are unfamiliar with its culture. She worries that "consent" to join in sometimes strange and hazardous activities is the price they are made to pay to fit in.

Changing times, and University policy, are having their effect, Addario believes. The official sanctioning of college and faculty events, which requires administrative approval of students' orientation and related activity schedules, has cleaned up the most visible examples of ritualistic hazing or similar coercive activities that were once common, she says. As matter of fact, it is ironic that the soccer injuries happened at Vic, says Addario, because she has found the college to be at the forefront of the tone-down process at U of T. "Vic has worked really hard at making their orientation activities inclusive and respectful of diversity, and safe."

Pat Donahoe, the dean of students at Vic, where two senior students were asked to leave the residence in the aftermath of the incident, says that in his experience students like rowdy orientation less and less. He points out — as U of T's student admission requirements and student surveys confirm — that those now being admitted to the University arrive with "an 85 average and are quite academic, ambitious and very culturally diverse." Such a sophisticated crowd has diminishing tolerance for the bizarre acts once seen as rites of passage, Donahoe has found.

This is not to say there is no more mischief or ritual in what is traditionally the most boisterous period at any university. For instance, a nation-wide engineers' tradition of dipping first-year students, or at least part of them, in purple dye has held on at U of T with tacit faculty approval but some controversy. It involves the body and in the past has involved coercion and so comes mighty close to crossing the line from what's now acceptable, says Professor Tony Sinclair of mechanical engineering. He chaperoned this year's ceremony, dying only his little finger and making sure first-year students knew they weren't obliged to even do that. Faculty generally feel that dipping "is not a brilliant way to use your body" but if students are free to choose, people don't have a fundamental objection, Sinclair said.

But while many such activities continue, they are less and less intrusive and coercive; Addario says engineering, "where some of the worst excesses used to exist," is now one of the most welcoming parts of the university. Another, she says, is Erinale, "which has worked very hard on reducing the amount of alcohol consumed."

Giving an example, Ruby Naylor, a fourth-year student who is president of the U of T Engineering Society, recalls past notoriety. "We used to have a patrol that would go around and harass the frosh," she says. "We now have a patrol that goes around making sure the orientation leaders are following the (approved) guidelines given during orientation training."

In such developments, are universities witnessing the final decline of questionable traditions that once enjoyed widespread, if covert, approval? Some think so. "I personally think that initiation is nothing like in the past. It has moved from things that are humiliating and degrading to things that are vaguely embarrassing," Donahoe says. For the moment it appears "we can live with vaguely embarrassing." But he believes the end to even that is in sight. "I just don't see [fac of initiation] as having a place any more in the University."

Addario agrees, but has a major additional worry: that the official cleaning up of hazing or similar activities may drive some underground. In the past some of the most dangerous activities, on and off campus, happened behind closed doors, beyond the legal reach of the University or where jurisdiction is a grey area, she says.

For instance Trinity College students once again held "deportations" of some first-year students this year, to the chagrin of administrators there. Deportation describes events when a student, with or without consent, is taken somewhere and left, sometimes without money to get back, sometimes without adequate clothing. In this case the destination was Ottawa.

"The students told me they had agreed to it, that they hitchhiked back from Ottawa," says Elizabeth Abbott, dean of women at St. Hilda's College, Trinity's women's residence. "They got there around four or five in the morning. There were four of them — two guys and two girls — and I was really upset about that. They had bank cards with them, but they didn't want to spend the money on the bus. And I said look, even though there are four of you, you must never hitchhike."

Bowden says that in this case the students — just like the soccer players — took part at their own volition; in fact they met Toronto MP Bill Graham, a Trinity graduate, in Ottawa before returning and "came back saying they had a wonderful time." But that does not justify their action, he says. Deportation "has been a long tradition and it scares the bejesus out of us."

With the end of orientation and its accompanying activities, students are now getting down to serious study. This year's experience was the best in years, by Addario's reading. But she says the whole matter remains thorny and is likely to continue posing legal, moral and other quandaries for U of T as well as other universities.

Sunlit Memory



Victoria College has installed a sundial in remembrance of an accomplished and beloved graduate who perished suddenly this spring. The Katie MacTavish Memorial Sundial, located outside Burwash Hall, was unveiled at a ceremony Sept. 22 attended by Victoria president Roseann Runte (left) and Toronto artist James Maxwell, who was commissioned by the college and friends of MacTavish to build the sundial. MacTavish graduated from Victoria in 1986 but continued her involvement with the college. On May 14 she was accidentally struck by a car on Yonge St.

Employees Know Need

FACULTY and STAFF at U of T may already feel they sweat blood for the University. So why should they contribute to the annual Faculty & Staff Appeal? Precisely because the people who work at U of T "are in the best position to know how much it is needed, and where," answers Richard Bobbis, the annual fund officer in charge of the appeal this year.

Donation forms have gone out to more than 12,000 faculty and staff. Bobbis says the \$313,000 raised last year was up 42 percent from the year before and 183 percent from 1990.

Bobbis said that hard times personally account for the generosity;

faculty and staff come face-to-face with funding shortages on a daily basis, often in programs and projects that they admire. Whatever political battles characterize life at a big university, "they know there are good programs that need money," Bobbis said.

The campaign co-chairs are Professor Bruce Kidd, director of the School of Physical & Health Education, and Claire Allayne, registrar in the Faculty of Education. Both believe participation rates could stand improvement. From a pool of about 12,000 employees, only 807 donations account for the money raised last year.

The attractive affordable alternative SHRINK WRAP FRAMING

For:
POSTERS
PRINTS
PHOTOS
MAPS...



MOUNT 'N SEAL

10 BRENTCLIFFE ROAD ToRonto, M4G 3Y2

416 423-9975

Innis College Cafe

Soups Daily Hot Entrees
Salads Vegetarian Selections
Sandwiches Beer & Wine
Superb Breakfast

Full catering service for all occasions

Pick up your **Frequent Customer Appreciation Card** and earn a free Entree

Mon-Thu 8 am - 7 pm, Fri 8 am - 5 pm

2 Roxbury Avenue (N of Robarts Library)
598-0575



**HELPING THE
WORLD
WRITE NOW**



Self-sufficiency through literacy
in the developing world

Please send me more information
about CODE literacy programs.

Name _____
Address _____

Phone _____

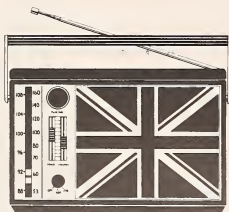
Mail to: CODE, 381 Chapel St. Ottawa ON K1N 7Z2
Fax: (613) 232-7435 Phone: 1-800-661-5631

JOLLY GOOD NEWS

BBC News

Monday to
Saturday:
8:00 a.m.

Non-commercial Radio
91.1
CJRT-FM



UNIVERSITY OF TORONTO
JOHN C. POLANYI CHAIR
IN CHEMISTRY

TEN NOBEL LAUREATES LECTURE ON SCIENCE AND SOCIETY

In honour of the Inauguration of the John C. Polanyi Chair in Chemistry, the Department of Chemistry in the Faculty of Arts and Science invites you to a public lecture series on *Science and Society*. The lectures will be given by ten Nobel Laureates in Chemistry, Physics and Medicine.

Modern Molecules, Genomes and Complexity

James Watson, Dudley Herschbach, Pierre-Gilles De Gennes
Thursday, November 3, 1994, 2:15 - 4:35 pm

Science and Technology in the 21st Century

Henry Kendall, Charles Townes, George Porter
Friday, November 4, 1994, 9:30 - 11:35 am

Life: The Cosmic Imperative

Michael Smith, Christian de Duve, Max Perutz
Friday, November 4, 1994, 2:00 - 4:50 pm

Convocation Hall, University of Toronto, 31 King's College Circle
Free Admission, Tickets Not Required

For further information, please contact Public Relations and Development at (416) 978-7253.
The University of Toronto gratefully acknowledges the support of the following sponsors: Air Canada, Toronto Star, Royal Bank, Four Seasons Hotel, Pharmaceutical Manufacturers Association of Canada.

THE FRIENDS OF THE LIBRARY NINETEENTH ANNUAL TRINITY COLLEGE BOOK SALE

Tuesday, October 18, 7 pm - 10 pm
(Admission \$1)

Wednesday, October 19, 11 am - 9 pm

Thursday, October 20, 10 am - 9 pm

Friday, October 21, 10 am - 9 pm

Saturday, October 22, 10 am - 5 pm
(Free Admission)

Seeley Hall, Main Building
6 Hoskin Avenue, near Museum Subway Stn.

For further information call 978-6750



The Faculty of Information Studies presents
the Inaugural University of Toronto
Sam Lazerow Lecture

JOHN DILL

President, McGraw-Hill Ryerson

ARE PUBLISHERS THE DINOSAURS OF THE TWENTY-FIRST CENTURY?

If publishing is accessible to everyone through desktop publishing systems and distributable digitally via the Internet, how will publishers justify their existence in the coming century? A publisher explores an uncertain future.

October 21, 1994

4:00 p.m.

Lecture Theatre
Faculty of Information Studies
140 St. George Street

Gophers, Internet, Toronto Freetnet, Multimedia, Personal Bibliographic Software, CD-ROM, Automated Records, Computer Supported Cooperative Work.... The hottest topics in information management! All this and more for free at...

INFORMATION TECHNOLOGY UPDATE

A full day of demonstrations, presentations,
explanations and solutions

Friday, October 21, 1994

9:00 a.m. - 3:45 p.m.

Lecture Theatre
Faculty of Information Studies
140 St. George Street

For more information or to register, phone 978-3202.



Joaquín Valdepeñas-clarinet

David Hetherington-cello

Patricia Parr-piano

Artists-in-Residence, Faculty of Music,
University of Toronto

All concerts 8 pm - GLENN GOULD STUDIO

FRIDAY, NOVEMBER 11, 1994

GUEST ARTISTS

Jeanne Kolomyjec, soprano

Paul Kantor, Mi Hyon Kim, violins

Paul Coletti, viola

Works by Fuchs, Hétu, Schubert Shostakovich

FRIDAY, JANUARY 20, 1995

GUEST ARTISTS

Cho-Liang Lin, Anahit Petropianoon, violins

Toby Hoffman, viola

Works by Mozart, Aledina Louie (World Premiere)

FRIDAY, FEBRUARY 10, 1995

GUEST ARTISTS

Martin Beaver, violin; Rivka Golani, viola

Works by Bruch, Schumann, Cherney

FRIDAY, MAY 5, 1995

GUEST ARTISTS

Douglas Boyd, James Mason, oboes

Joel Quarrington, double bass; Joseph Orłowski, clarinet

Michael Sweeney, Kathleen McLean, bassoons

Fred Rizner, Joan Watson, Marcus Hennigars, horns

Works by Nielsen, Britten, Glinka, Dvorak

4-CONCERT SERIES SUBSCRIPTIONS

\$68 (\$51 Seniors, \$32 Students)

SEND ORDERS TO: BOX OFFICE

CBC GLENN GOULD STUDIO

250 FRONT STREET WEST

TORONTO M5V 3G5

(Telephone/Credit Card Orders: 416/205-5555)

For further information: 766-6943

IN MEMORIAM

Edwards Was Dedicated Leader



PROFESSOR EMERITUS JOHN Edwards of the Faculty of Law and the Centre of Criminology, one of Canada's foremost criminologists, died Sept. 19 at the age of 76.

Edwards was an international authority on the role of the office of the attorney-general and the founder of Canada's first criminology centre at U of T in 1963. A native of Aberystwyth, Wales, he graduated from the University of Wales with an LLB in 1939. Between 1947 and 1964 he earned three degrees from the University of Cambridge and a PhD from the University of London. He was called to the bar at

Middle Temple, England, in 1947 and to the bar of Ontario in 1971.

Edwards taught in London and Northern Ireland before accepting a teaching appointment at Dalhousie University in Halifax in 1958. Five years later he came to U of T to head the criminology centre.

Professor Phillip Stenning of the centre and a friend of Edwards for 27 years, said Edwards was extremely committed to the centre and its work, especially when it ran into controversy. In 1972, for example, the provincial government withdrew its financial support of the centre after Edwards refused to keep the results of government-commissioned research secret. "He was very interested in ensuring that the work that was published at the centre wasn't compromised by the demands of any one particular government or faction," Stenning said.

Edwards was the author of several books including two influential tomes on the subject of prosecutions and the office of the attorney-general — *The Law Offices of the Crown* (1964) and *The Attorney-General, Politics and the Public Interest* (1984). The books, Stenning noted, became the most cited works on the subject.

While Edwards' academic accomplishments were many, those who knew him will remember him primarily for his dedication and kindness, Stenning said. "He was always

very encouraging, especially of young scholars. He was incredibly generous with his time and attention."

Glynn Worked on Transplants

PROFESSOR MICHAEL FRANCIS Xavier Glynn of the Department of Medicine died suddenly July 8. He was 61.

Glynn, who was born in Chicago, Illinois, received his medical degree from Cardinal Stritch School of Medicine in Chicago in 1958 and a DPhil from Oxford in 1971. He began his research career in 1966 with Dr. Marian Packham of biochemistry and Dr. Fraser Mustard of pathology at McMaster University, who were engaged in pioneer work in blood platelets. In 1973 he was appointed to the medical staff of the Toronto General Hospital and director of the Hemostasis Laboratory, positions he held until his death.

His interest centred on clinical trials of anticoagulant drugs, novel approaches to antithrombotic therapy and the prevention and treatment of bleeding following cardiac surgery. His research and creative professional activity were integral to the multi-organ transplant group at the University of Toronto and The Toronto Hospital. In particular, he devised the anticoagulant and trans-

fusion protocols that were followed by organ transplant patients, including the world's first series of single lung transplants.

A highly gifted, dedicated and caring physician, he was revered by his colleagues and patients. He made major contributions to the teaching of medicine at the University and at The Toronto Hospital where he served as coordinator of the second and third years of the undergraduate course. He also lectured widely on many aspects of hemostasis and was a popular speaker in continuing medical education programs.

Roncari Devoted to Research

PROFESSOR DANIEL A.K. Roncari of the Department of Medicine died May 28. He was 57.

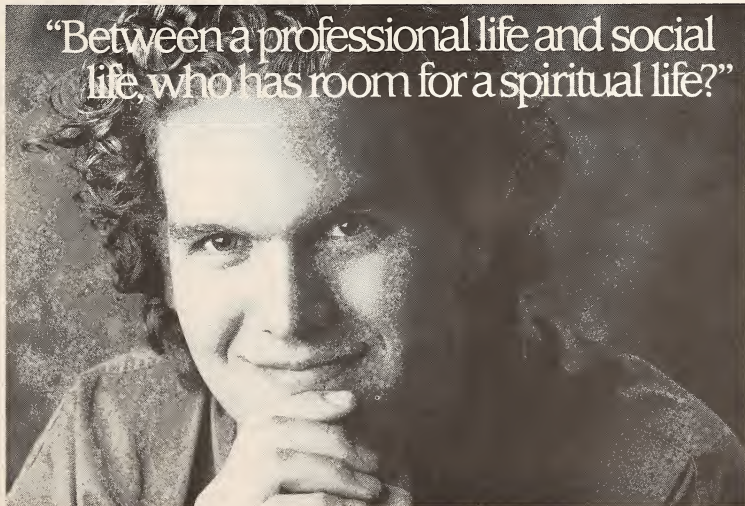
An able administrator and a knowledgeable and kind physician, he was above all a highly imaginative and productive medical scientist. During the course of his scientific work, which focused on uncovering the genetic basis of human obesity, he was a pioneer in the development of cell culture systems for the study of the human adipocyte (fat cell) precursor. He was able to demonstrate significant differences in the behaviour of precursors from lean and obese patients

and developed compelling evidence suggesting that these differences were genetic in origin.

Born in Yugoslavia, Roncari and his family were profoundly affected by the tragedies that surrounded the Second World War. He was always grateful for the opportunity he found in Canada to obtain his medical education and establish his career. He graduated from Queen's University with an MD in 1961 and McGill University with an MSc in experimental medicine in 1965. He went to Washington University in St. Louis for doctoral work in biological chemistry, receiving his PhD in 1972. He was first appointed to the faculty of the University in 1971 and that same year became a Medical Research Council Scholar, a distinction he held until 1976. During his career he was awarded full professorships at both U of T and the University of Calgary. Recently he served as physician-in-chief at Sunnybrook Health Science Centre.

Roncari was a man of great integrity who had a tremendous respect for the best traditions of medical science. He was unflinchingly considerate of others, particularly his graduate students whose work he supported with great energy and enthusiasm. This devotion to his students and to his research remained intact until the day he died.

"Between a professional life and social life, who has room for a spiritual life?"



"Most people in my generation see religion as too confining, too much of a hassle. We're finally starting lives of our own, on our own—beginning our careers, entering relationships, building our families—and we're not looking for any more burdens or responsibilities."

"That was me, that's how I saw religion, until I learned more about Unitarian Universalism. Here was a religion that gave me room to breathe. They offer services that are relevant to my life. Their philosophy encourages me to explore my inner spirituality. And their belief in activism and social justice inspires me to look outward."

"Sure, any religion is something of a commitment, to yourself, to the community. But until I discovered Unitarian Universalism, I never knew a commitment could be liberating."

The Unitarian Universalists
For Information, call (416) 489-4121.

PROFILE

UNASSUMING ACHIEVER

Peter Boulton doesn't dwell on past glories, he has more pressing concerns

By SUZANNE SOTO

SOME PEOPLE ENJOY TALKING AT LENGTH ABOUT themselves and their accomplishments; not Peter Boulton.

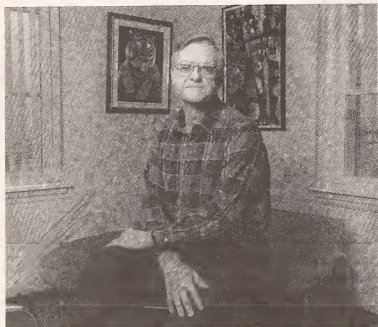
Boulton is associate chair of the Department of Computer & Electrical Engineering and this year's president of the U of T Faculty Association (UTFA).

During an interview the tall, soft-spoken Boulton hardly alludes to his long and productive academic career. And his years of service to UTFA — where he has chaired the weights and benefits committee, served as treasurer and vice-president and acted as UTFA's chief negotiator during the 1993 social contract talks with the provincial government — are reduced to a couple of sentences.

"A few years ago members of my department suggested I represent them on UTFA council and I agreed," he recalls. "I guess I made the mistake of talking up a few times and I got invited to join the UTFA executive. Now I am here as the president."

However, a glance at his curriculum vitae reveals the extent of his contributions to the University and the broad range of interesting activities he has undertaken throughout his career. Born and raised in Toronto, Boulton, 60, earned his BASc, MASc and PhD degrees from U of T. Between his two first degrees, he worked for five years in the electronics industry. He began teaching at the University in 1966. Interested in computer operating systems, computer organization and software engineering, Boulton's area of research became the development, understanding and support of computer networks, particularly trusted (or secured) computer systems.

"These systems are of interest to business, military organizations and so on," he explains. "We try to make them usable while keeping the information stored in them confidential and away from people who are not authorized to see it."



At U of T he has been involved in the creation of several computer systems, including Hubnet, a high performance fibre-optic local area network that can link up hundreds of computers, store secured information, transmit data quickly and perform a range of other functions. The system has been marketed by the Innovations Foundation.

In addition to his teaching and research at the University, Boulton has advised private industry and government on the establishment of computer networks. Some of his clients throughout the years have included IBM, Bell Northern Research Ltd., provincial and Metro police departments, the Department of

National Defence and the Metro Board of Education. In 1971 Boulton also took his computer expertise to Cuba under a Canadian International Development Agency program which provided that country with aid to set up computer networks. Boulton and other Canadian engineers spent a couple of weeks in Havana training Cuban engineers and computer operators.

Boulton doesn't do much consulting any more, mainly because he doesn't have the time. Acclaimed UTFA president for a one-year term in March, his duties, which began officially July 1, are supposed to occupy 50 percent of his time. Invariably, however, he ends up giving more of his after-hours time to the job and he expects this year to be a busy one.

Internally, the main issue that concerns him is finding a satisfactory resolution to the impasse on the talks surrounding changes to the Policy & Procedures on Academic Appointments. UTFA and the administration have just resumed negotiations on the matter and Boulton says he wants to see the talks lead to an agreement. Externally, he expects to dedicate

quite a bit of his time dealing with the Ontario Council on University Affairs' discussion paper on university funding. Released in August the paper proposes, among other things, to fund universities on a contractual basis.

"I believe this is an ill-conceived document and a direct attack on the professorate," he says. He plans to respond to it at a hearing in November. "The idea that the government knows better what research and teaching should be done and how it should be done is most distressing." One of his goals is to expose the paper's "political agenda" and its lack of good research to back up its call for changes to the current funding system.

ARCHITECTURE

SOMETHING OF A TREAT

Book of essays on architect Ludwig Mies van der Rohe tells why the TD Centre continues to thrill

By ALFRED HOLDEN

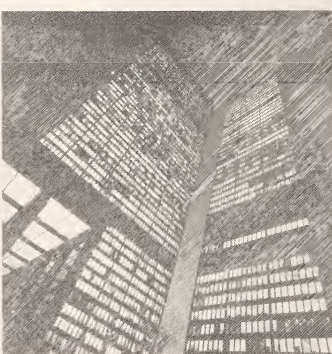
IN THE FALL OF 1966 AN EIGHT-YEAR-OLD BOY hitched a ride on a DC-3 from Montreal to Toronto with his parents and brother. The private aircraft was not pressurized and to keep their ears popping to match the air pressure the youngsters chewed Thrills — a kind of purple, sugar-coated chewing gum which they found in the plane's galley.

For the next three days the sweet taste of this gum, which the boy smuggled off the plane, formed the backdrop to his first trip to Ontario. The visit was thrilling in other ways: there were clattering subways, free hot dogs at Toronto's new city hall and everywhere, it seemed, construction.

Time has blurred the details, but the boy, who is this author, remembers the thickest dust and deepest pits were not far from City Hall at a corner he now knows well: King and Bay Sts. I remember cracked and flattened clay on the sidewalk — droppings from trucks leaving the site — and that behind battered hoarding a tower whose black bulk seemed overwhelming stood completed.

Today the Toronto-Dominion Centre complex no longer dominates the city's skyline which has sprouted a forest of varied and, at first glance, more exciting shapes than Ludwig Mies van der Rohe's boxes. And it can be said that beside the polished white marble of First Canadian Place, the toothy geometry of Scotia Plaza or the loftiness of the CN Tower, Mies' TD Centre is no longer modern. It is a period piece.

But as Professor Detlef Mertins of the School of Architecture & Landscape Architecture argues, along with others in a new book of essays entitled *The Presence of Mies*, the TD has never lost its lustre. He means this both physically — it has been constantly maintained, instead of regularly renovated — and artistically. This makes TD an anomaly among



so-called "modernist" buildings of the 1950s and 1960s, now suffering from lack of appreciation these days.

"It looks better the longer it is up and the more other things go up around it," Mertins, the book's editor, maintained in an interview. Why does he find this the case? The argument is built on taking a closer, even microscopic look at both the TD complex and Mies as in the papers taken from a 1992 symposium marking the TD Centre's 25th anniversary.

Summarized from the essays, the reason is quality. Mies was not the first architect to clad steel framing with glass and shed at last the wedding-cake style of skyscrapers like New

York's Woolworth Building. But he did it with more conviction, costlier materials and bolder clients than others. Mies' era, mid-century, was "structured by technology, capitalism, mass culture and massive scale," Mertins says. From these swirling, intimidating forces, Mies sought to shape something inspiring. "He was struggling with latent potential," says Mertins, "and trying to create something that would be seen to redeem the difficult conditions of life."

Hence, Mertins says, the sculptural qualities of the TD buildings, which are among Mies' last and rank as his largest project. The rectangular towers are positioned at crisp right angles on their site in the heart of Toronto's downtown rectangular grid. Though outwardly stripped and spare, close inspection reveals detailing of the finest travertine marble and steel finished with costly black graphite paint. Much furniture and all fittings in public areas are of Mies' own design. And the open spaces between buildings, elsewhere a hated cliché of modernism, in Toronto give a packed financial district its only place of contemplation — "modern art made to be seen in the round," says Mertins.

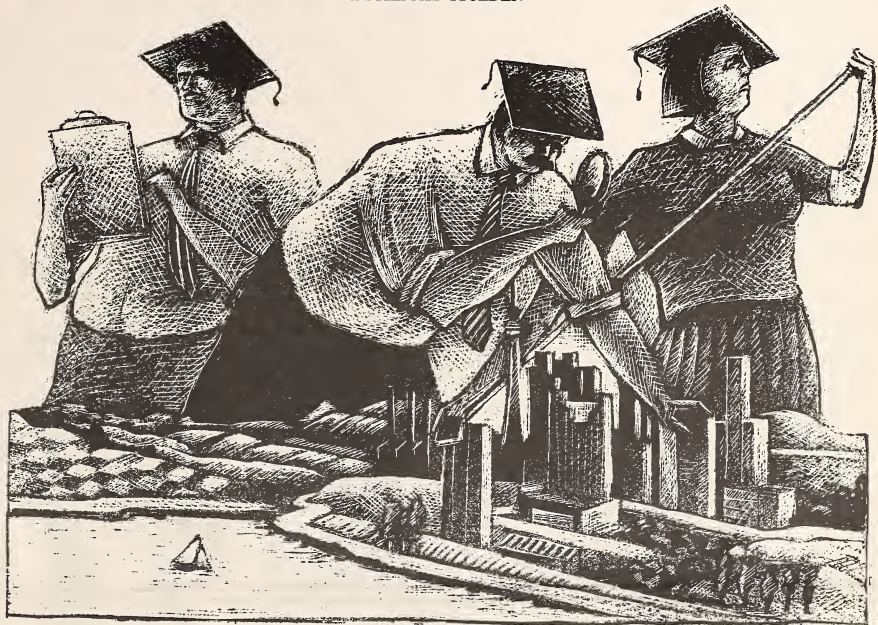
Mies died in 1969. But Torontonians know his buildings and so might recognize the man himself, described in *The Presence of Mies* by a Princeton architecture professor, Beatriz Colomina: "Tailored clothes, minimal decoration, chiselled head, granite block, infinite lines, son of a stonemason, basic materials but with the look of richness, even an aristocratic look."

That innate and expressed elegance is why, in gritty Toronto, Mertins sees the TD Centre as "something of a treat for the city." No one wants to bring the man or his rules back, Mertins says. But attention to detail, walls of light and art within and without are worthy ingredients for any place. A Mozart among architects, Mies with his ideas is claiming a rightful place in the repertoire.

URBAN URGENCY

The Centre for Urban & Community Studies does work of global significance

BY ALFRED HOLDEN



CHAS VON ES

THE REPORT WAS AN INQUIRY INTO CANADIAN problems, most notably urban sprawl. But the chief planner for Cape Town, South Africa, was captivated. "He found it an extraordinary document since they are confronting many of the same questions," recalls Professor Richard Stren, director of the Centre for Urban & Community Studies.

Stren, a political scientist, was referring to the 1993 report of New Planning for Ontario, the commission into urban planning headed by former Toronto mayor John Sewell. Among its recommendations: cities should be developed more compactly to prevent paving over farmland, make public transportation more workable and make possible more human-scaled neighbourhoods and business districts.

Stren had taken a draft of the report with him to South Africa several years ago where he was invited by the African National Congress to study urban policy. His trip was part of the centre's Global Urban Research Initiative, an international collaborative project that has received support from the World Bank and the Canadian International Development Agency, among others. One of its goals is to create more links between urban studies researchers in the developed and developing worlds; the centre's newest book, *Urban Research in the Developing World: Asia*, is the first of four planned volumes assessing the role of research in urban development.

On the face of it, urban problems in rich and poor countries seem worlds apart but the reality is more complex, says Stren. "We are often not aware of how our own urban processes find reflection in other parts of the world." For instance Canada's boundless urban sprawl is arguably an expression of wealth in a land of freedom and plenty. Hazards, such as the loss of farmland, are long-term and not readily apparent.

Our image of third-world cities is often of dense metropolises teeming with people. But Stren says these cities, where shanty towns are spread out over the landscape, are actually more sprawling than in developed countries. The implications for quality of life in third-world cities is momentous: for instance health suffers when urban sprawl makes water and sewer systems impossibly expensive.

Indeed the World Bank recently reported that the world's

largest cities are growing at the rate of a million people a week, with the fastest growth in the third world. The bank's president, Lewis Preston, told a conference in Washington last month that fighting urban pollution and poverty is as urgent as protecting rain forests.

In South Africa's case, Stren says, the country's future is linked in part to its ability to reshape widely dispersed cities. They were designed with segregation in mind and their black regions were shaped by poverty into vast, flat squatter towns. The circumstances are different from Canada's but the root of the dilemma — sprawl — is familiar. In all parts of the world "the overall problem that we will have to deal with is how to plan for denser urban form," says Stren.

From its home in a modest but very urban spot — the fourth floor of the ancient Tip Top building, within earshot of clanging streetcars at Spadina and College — the Centre for Urban & Community Studies investigates some of these problems.

The centre, which celebrated its 30th anniversary in May, brings together faculty, researchers and graduate students from Canada and around the world. Their expertise is in fields as diverse as psychology, economics, geography, sociology, planning and political science. One current research publication includes collaborators from the Centre for Urban Studies at the University of Dhaka, Bangladesh, China's Development Research Centre of the State Council, the Hong Kong Institute for Asia-Pacific Studies and the National Institute for Public Finance & Policy in New Delhi, India.

In addition to the centre's involvement in South Africa, it has joined research efforts in Latin America, Africa, Asia and Canada. In Toronto it hosted the landmark 1989 Toronto lecture series *The City in the 1990s: Livable for Whom?* Coming at a time when the unprecedented economic growth of the 1980s was threatening to drive the middle class out of the city, the series garnered considerable public attention.

The centre's publications are equally wide ranging — from a two-volume study of the history and development of the Toronto waterfront to a major report, *Sustainable Cities: Urbanization and the Environment in International Perspective*, that investigates how managing cities better might help to

preserve rural environments. Current research includes Canadian housing policy and the experiences of women and minorities in Canadian cities.

A best-seller in its field is the centre's 214-page *An Urban Problematic: The Challenge of Urbanization for Development Assistance*. The collection of papers compares urban growth in Canada and developing countries. Among its findings: Canada's municipalities are well administered by world standards and offer models for improving the management of cities in the developing world. However, it also found that the west's international assistance agencies focus much of their attention on rural development, not recognizing the extent to which people and problems have migrated to cities.

Stren says the centre's goal, ultimately, is to influence policy-makers to respond to urban problems — a lofty aim and difficult enough to achieve in stable countries. It is more difficult when governments are in a constant state of crisis.

In South Africa, for example, you find "extreme poverty versus extreme wealth, in cities that dwarf anything we have in Canada," Stren says. South African cities, said one report, "have been at the receiving end of all the distortions of apartheid ... the whole range of dysfunctions and antagonism which the system generates are concentrated in the cities." To ensure the centre's findings are shared with those holding power in various countries, it keeps local senior public servants and politicians informed, Stren says.

A huge challenge facing all the world's cities, Stren finds, is globalization. It is threatening local industries and economies and diminishing the power of national governments. The responsibility of finding ways to create jobs and ensure a decent standard of living is falling to local governments but their power is limited. "Outside forces, like NAFTA and free trade, have swallowed up local autonomy," says Stren.

He acknowledges that the centre's efforts are aimed at problems that sometimes seem so large as to be intractable. City infrastructures can't change overnight, especially when costs are so high, he says. But he sees hope in places like South Africa, where the will to bring more knowledge to bear on urban problems is being demonstrated after years of neglect. The results have yet to be seen but the discourse is there.

A NEW G

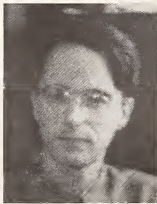
An acclaimed soprano, a social activist and a chemist

By KARINA DAHL

When the University hires new faculty members it is guided by the white paper, Planning for 2000, which says every effort should be made to attract "the best of a new generation of scholars." Here we introduce some of the new appointments. This year 41 faculty members were appointed to tenure-stream positions, 37 at the rank of assistant professor or lecturer and four at the rank of associate professor. Twenty-one of the tenure-stream positions were filled by women.

ROBERT BATEY:

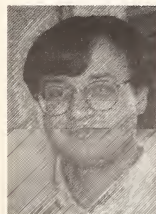
ROBERT BATEY, 28, COMES TO THE DEPARTMENT OF Chemistry with useful experience. From April 1993 to July of this year he was employed by The Upjohn Company in Kalamazoo, Michigan, working on the total synthesis of Taxol, a new drug being tested in treatment of ovarian cancer. He collaborated with two scientists—one, a company researcher, the other, his research adviser at the University of Pennsylvania where he spent two years after completing his PhD at the Imperial College of Science, Technology & Medicine in London, England. Synthetic methodology is one of his main areas of interest and his ultimate goal is to develop compounds of medicinal importance. In order to test his experiments it is useful for him to work with medical personnel but he has other contacts to nurture: collaborators and supporters in private industry who can help to keep his laboratory operating. "Running a research group in some ways is like running a small business," he says. "A lot of time is spent trying to raise money. The competition is quite intense. You sink or swim depending on how many research funds you have available."



MICHAEL ESCOBAR:

FORMERLY WITH CARNEGIE MELLON UNIVERSITY and the University of Pittsburgh, Michael Escobar came to U of T in 1993 as a visiting professor in the Department of Preventive Medicine & Biostatistics. During the visit Escobar's wife, originally from Toronto, was hired by the Department of Occupational Therapy so the two decided to move permanently to Canada. He has just been appointed an assistant professor in the Department of Statistics with a cross-appointment to preventive medicine. Part of his research consists of developing new statistical mechanisms and techniques to test

the hypotheses of scientists working primarily in the biomedical field. This, Escobar says, allows him to work with people doing very exciting, leading-edge research. "It's like being invited to everyone else's sandbox," he says. "I collect numbers and data and try to figure out whether the results they are looking for are there or not. So I can be an important, useful part of a team."



Escobar, 34, has a degree in mathematics from Tufts University (1981) and a PhD in statistics from Yale (1988). He worked at Yale for two years before going to Carnegie Mellon in 1990. Last year at U of T he taught his first large class. "The course enrolment was 700 and I had a lecture series of 200." Accommodated as he was to teaching classes of 20 or 30, his new assignment took some adjustment. "I knew the names of all my students in the United States. With 100 or 200 students, that is impossible." The most challenging part for him, however, is providing assignments that test knowledge thoroughly and yet are not too time-consuming to grade.

He believes he has accomplished this although he is still trying to improve his teaching methods. "I believe the real learning happens not when I am standing in front of the classroom talking but when the student is sitting in front of a computer screen and is wrestling with a problem."

USHA GEORGE:

THE FACULTY OF SOCIAL WORK HAS HIRED A community activist. Before her appointment Usha George was senior program director for the Social Planning Council of Metro Toronto. Now she is a member of the council's board and four others (Scarborough Board of Health, Metro Toronto District Health Council, Community Advisory Committee of The Toronto Hospital and Coalition of Agencies Serving South Asians). George, 45, grew up in Kerala, India, where she received her undergraduate education and first master's degree. In 1978 she completed her second master's at Loyola University of Chicago and in 1988 earned a doctorate in sociology from Ahmadu Bello University in Nigeria. To top everything off, she received an Ontario teacher's certificate from U of T in 1992. During her first year as a faculty member, George will teach community development and research methods and lead seminars on anti-racism and multicultural issues; eventually she will play a key role in the faculty's planned centre of excellence on anti-racism, multicultural and native issues. Does she plan to become active in University affairs? "Yes, I expect so," she says. "But I am still learning what is going on and what the University's vision for the future is."



ADRIENNE HOOD:

TRADITIONALLY HISTORIANS HAVE BEEN MOST comfortable basing their research on written records; Adrienne Hood, however, is not a traditional historian. She is interested in sources that can teach her about people often overlooked in written documentation—women, artisans and the illiterate, for example. Appointed



an assistant professor in the Department of History, Hood will not teach until next year, an arrangement that allows her to complete her duties as associate curator-in-charge of the Royal Ontario Museum's textile department. She is scheduled to teach colonial American history. Into her research she hopes to incorporate the analysis of artifacts, a method once the domain of archaeologists and anthropologists but now spreading to other disciplines. "In the US there is actually a field called material culture," she says, "and it's much more evolved at the university level there than in Canada where it still tends to be a museum subject." Hood, 45, is a native of Toronto. She completed a PhD in history at the University of California at San Diego in 1988 and is currently writing a book, *Cloth and Community: Textile Production in Early America, 1700-1830*. She has taught graduate students in the University's museum studies program for four years.



GAIL GELTNER

LORNA MACDONALD:

OVER HER 13-YEAR ACADEMIC CAREER, SOPRANO Lorna MacDonald has won many musical awards including prizes and honours from the Metropolitan Opera, the National Opera Association, the Chicago Lyric Opera and the Canadian National Music Festival. Her singing has been described by music critics as "pure," "breath-taking," and "dazzling." She has performed with the Boston Symphony, the Fort Worth Opera and Symphony Nova Scotia and her operatic roles include the repertoire of Mozart, Strauss and Donizetti. MacDonald has been appointed an associate professor of voice and coordinator of vocal studies in the Faculty of Music. Her last appointment was at Westminster Choir College in Princeton but she has also taught in Texas, Florida and Massachusetts. Originally from Cape Breton, MacDonald has a bachelor of music education from Dalhousie University and a master's in vocal performance from the New England Conservatory of Music. At U of T she is teaching voice and vocal pedagogy. "I give students voice lessons one-on-one which, while expensive for the University, is an absolutely necessary component of a student's artistic life and growth," she says. "It is a very intense tutoring, mentoring process." Because of this the bonds she develops with her students are very strong and unique. "You really watch people's lives change and evolve and that is extremely rewarding." MacDonald believes her performing experience is a valuable contribution to her teaching. "An important aspect of the music business as a performer is competition, improving one's self," she



University of Toronto



United Way

C A M P A I G N 1 9 9 4

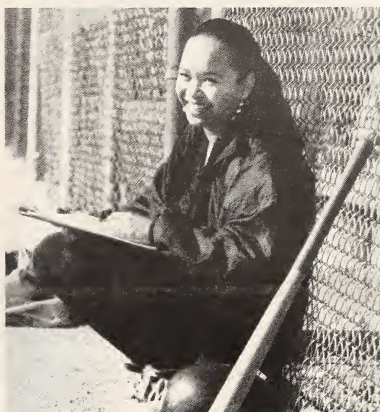
The University of Toronto has a proud record of giving to the United Way. We have consistently ranked among the first tier of donors and are well ahead of all other educational institutions in Metro. Let's keep up this great tradition!

UNITED WAY HELPED HER TURN HER LIFE AROUND

Lolita Beredo dropped out of school and left home when she was 18. She moved around from place to place trying to keep herself busy, but she still felt alone and frustrated. Finally a friend helped Lolita get a job working with young people at the Boys' and Girls' Club of Downtown Toronto, a United Way agency. Since then, she has turned her life around.

Through a unique initiative developed by the club to hire and work with young people, staff like Lolita must be on social assistance, and must attend school full-time.

Since she found Boys' and Girls' Club, Lolita has returned home to live with her mother, and is finishing high school. She plans to go to university to study early childhood care and play varsity basketball. She has even been offered a scholarship.



Lolita Beredo

"When I say that the Downtown Boys' and Girls' Club has helped me a lot, I mean it from the heart," Lolita says. "I've had to push myself, but I'm proud of where I am now. I'm sure that if I hadn't started working here, I never would have even gone back to school."

Lolita has been able to develop a special relationship with several of the children at the club. "I look at kids and I see how I used to be. I just try to talk to them as friends. I never thought I'd get screwed up, but you can be the perfect kid and still make all the wrong choices."

This year, the United Way of Greater Toronto allocated \$202,864 to Boys' and Girls' Club of Downtown Toronto. The agency has been a United Way member since 1972.



Don Driskell

UNITED WAY PUTS SENIORS IN TOUCH WITH NEW FRIENDS

Don Driskell lost his wife of forty years a few years ago. Since the two had lived a quiet life, with few close friends, Don quickly found himself feeling very alone. After about a year of living with extreme loneliness, Don was directed to Scarborough Support Services, a United Way agency.

"At the time I didn't know what I would do," Don says. "Scarborough Support Services has helped me so much since then."

Don, 70, is legally blind and a paraplegic. His inability to get around easily added to his feeling of isolation. He now takes advantage of several of the programs offered by Scarborough Support Services - Friendly Visiting, Telephone Reassurance, Home Help,

Meals on Wheels, and Wheels to Meals.

At the Wheels to Meals program, Don receives a nutritious lunch, and enjoys the company of other older people who have found themselves in situations similar to his. He has established a new support system he can count on.

"If you don't get out or you just sit at home alone, you're going to be in trouble," Don says. "People should just come out for the company."

Scarborough Support Services has been a United Way member agency since 1975. The agency received \$35,708 in funding this year from United Way of Greater Toronto.

Questions & Answers

Q. How do I make a gift to United Way?

- A. The University has a canvasser for each department or group throughout the University (see page four of this supplement). Your canvasser has already or will soon be handing you a pledge card. You can make a donation by cheque, payroll deduction or credit card. You can give your completed pledge form to your canvasser or mail it directly to our office (see below). If you have any questions, please call Susan Grant at 978-4111.

Q. What is the United Way's Mission?

- A. The United Way's mission is: "To meet urgent human needs and improve social conditions by mobilizing the community's volunteer and financial resources in a common cause of caring."

Q. What are the tax advantages of charitable giving?

- A. Donations to United Way result in a charitable tax credit which reduces the amount of Federal and Provincial income tax payable. Taxpayers receive a Federal tax credit of 17% for the first \$250.00 of charitable donations, and 29% for donations above this amount. This Federal tax credit lowers the amounts of Federal surtax and Provincial taxes you pay. A donation of \$250.00 will therefore result in a net cost of \$182.84 to you, while a donation of \$1,000.00 will cost you only \$589.20.

Q. How much does United Way spend on fundraising and administration costs?

- A. United Way of Greater Toronto prides itself on its excellent record as a low overhead charitable organization. With operating costs running in the range of only 13 cents on the dollar, United Way is a leader in cost-efficient fundraising in North America.

Q. Who approves United Way's operating budget?

- A. Prior to being approved by United Way's Board of Trustees, United Way's operating budget is reviewed in detail by the Audit and Administration Committee. This volunteer committee is made up of independent business people and specialists from major accounting firms.

Q. Why does United Way spend so much on advertising?

- A. Actually, United Way does not spend a penny on its advertising campaign. Radio, television and newspaper space is donated by various sponsors, in addition to their contribution to the campaign. The advertising agency volunteers its services for free.

United Way does, however, pay for print materials which you receive at your place of work. It is important that donors know where their gift is going, and print materials are one of the ways United Way provides their donors with this information.

Q. Doesn't the government provide money to help United Way agencies?

- A. All levels of government fund specific areas of need, such as unemployment, education, training and health care. Many government departments also purchase services from United Way agencies. But many necessary services do not qualify for government funding. United Way provides core funding to ensure that agencies have enough funds for programs not supported by government.

Q. How do I volunteer with United Way or one of its member agencies?

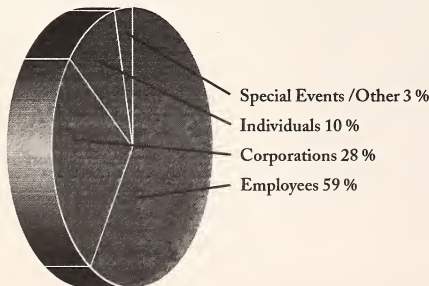
- A. If you want to volunteer with United Way, just call the Volunteer Centre, 777-2001, ext. 255. If you wish to volunteer with one of United Way's member agencies call the Volunteer Centre of Metropolitan Toronto at 961-6888.

1994 Campaign Goals 30 percent participation Raising \$600,000

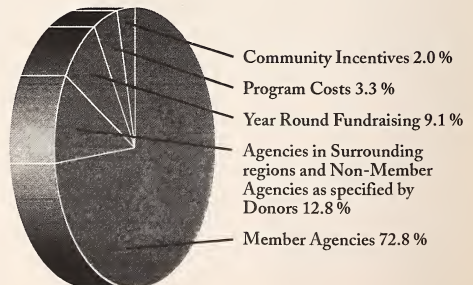
1993 Campaign Results

**\$550,000 raised
27 % participation**

Where the money comes from...



Where the money goes...



*Please return your pledge card to your canvasser or to:
United Way Campaign, 21 King's College Circle, University of Toronto*

- *In 1994, United Way provided \$24,035,029 to 111 agencies in the City of Toronto.*
- *United Way-funded agencies helped a recorded 1.2 million service users in 1993.*
- *One in three families is headed by a single parent – 50 % live in poverty.*
- *180,000 jobs have been lost in the Greater Toronto Region since 1990.*
- *One in ten residents is over 65 years of age.*
- *34 % of elderly persons in private households live alone.*
- *50,000 families rely on foodbanks every day.*

Help the Hand that Helps the Most

by Heather Munroe-Blum and Janice Oliver
1994 United Way Campaign Co-chairs

The United Way remains one of the most effective and important ways that the University demonstrates its commitment to Metro and its concern for the ongoing health of the many communities that compose this vibrant city. In the midst of all the activities that are everywhere present at the University this fall, we ask you to think about the many good things the United Way does for our community and how we can all assist in its extremely valuable work.

Although the economic situation seems to be getting better, this is still a vulnerable time for many people in Metro — the fallout from the recession is still with us and layoffs at many companies continue to cause hardship throughout the City. Many in the University are also experiencing difficulties or are close to those who are, but it is important to remember that, compared with those outside the University, we are very fortunate. In the midst of this difficult time the United Way remains the best way to improve the lives of many throughout this community.

We are both strongly committed to the United Way and the 250 valuable agencies it supports. Many of you know that the United Way is under strict financial control, and administration costs only 13 cents out of every



Campaign Committee (l to r): Heather Munroe-Blum (Co-chair), Susan Grant (staff), Peter O'Brien (staff), Janice Oliver (Co-chair), Nimi Nanji (United Way Loaned Representative).

dollar raised. That is an exceptionally low figure, and only achievable because companies and individuals donate generous amounts of time and effort to the campaign.

Last year the University community raised \$550,000, which placed us among the top 10 campaigns in the City. This year we have raised our sights: our goal for the 1994 campaign is \$600,000. We think that this is an achievable and reasonable goal if everyone who gave last year gave a few dollars more per month, and if we could increase our rate of participation to 30 per cent.

There are various ways you can specify where your donation goes. If you choose, you can select a category of agencies, for example Employment, Training and Literacy or

Seniors' Services. You may also designate your gift to a charity that is not part of the United Way family of agencies and the full amount will be forwarded, as long as it is a registered Canadian charity. (There are over 50,000 such registered charities in Canada.) Please look for details on the back of your United Way contribution form.

For those of you who are able to, there is a campaign of leadership gifts: "Leaders of the Way" are those who contribute \$1,000 or more. This year the University has instituted its own leadership

campaign, called "The University/United Way Honour Roll" for those who donate \$500 or more.

If you work at Erindale, you may decide to designate your contribution to the Peel United Way Campaign or to other United Way campaigns. The needs in Peel and other areas are as great, of course, as those in Metro.

The U of T has a long and very proud record of United Way giving. We have consistently ranked among the leading donors to the United Way and we are well ahead of all other educational institutions in Metro. Through the United Way we've been able to demonstrate the concern we show for our community. It's a great tradition of caring and we hope that you will help us carry it forward.



VOLUNTEERS MAKE ALL THE DIFFERENCE

United Way Canvassers for 1994 Campaign

Please be kind to your canvasser.

FACULTY OF ARTS AND SCIENCE:

Penny Ashcroft-Moore, Office of the Dean
 Angie Calabrese, Registrar's Office
 Jamshed Mavalwala, Anthropology
 Eman Surani, Astronomy
 Sharon Bradley, Athletics and Recreation
 Doreen Jones, Botany
 Silvana Papaleo, Chemistry
 Ann-Marie Matti, Classics
 Lisa MacTavish, Commerce
 Martha Hendricks, Computer Science
 Sharon Bell, East Asian Studies
 Claire Brenner, Economics
 Greig Henderson, English
 Joanne Wainman, Fine Art
 Paul Perron, French
 Donna Jaynes, Geography
 Liz May, Geology
 Eva Cooper, Germanic Languages & Literature
 Harvey Dyck, History
 Jennifer Calder, Italian Studies
 Henry Rogers, Linguistics
 Nadia Cavaliere, Mathematics
 Linda Northrup, Middle East & Islamic Studies
 Sylvia Williams, Near Eastern Studies
 Jane Bugajski, Philosophy
 David Bailey, Physics
 Nelson Wiseman, Political Science
 Martin Wall & Ann Lang, Psychology
 Muriel Kinney, Religious Studies
 Harold Bedford, Slavic Languages & Literature
 Brenda Mazur, Sociology
 Wendy Rolph, Spanish & Portuguese
 Beda Chan, Statistics
 Peter Thinh, Zoology

COLLEGES:

Gary Thaler & Mary Magri, Erindale
 Audrey Perry, Innis
 Brian Malcolm, Knox
 Pat Kennedy, Massey
 Fred Case & Krystyna Kiru, New
 Judy Pföhl, Scarborough
 Bruce Alton, Trinity
 Margaret Procter, University
 Lynn Welsh, Victoria
 Donna Lee, Woodsworth

ENGINEERING:

Gabriel D'Eulerio, Aerospace Studies
 Merle Lord, Biomedical
 Arlene Fillatre & Bill Dowkes, Chemical
 Eva Kuhn, Civil
 Joan Allen, Computer Systems Research Institute
 Dimitrios Hatzinakos, Electrical & Computer
 Teresa Miniaci, Faculty Office
 Joanie Anderson, Industrial
 William Cleghorn, Mechanical
 Alec McLean, Metallurgy & Material Sciences

MEDICINE:

Wenda Kwong, Faculty United Way Co-ordinator
 Linda Leslie, Anaesthesia
 Beblan Soorac, Anatomy & Cell Biology

Sandy Grant, Banting & Best Dept. of Medical Research
 Margot Kempton, Behavioural Science
 Anna Vanek, Biochemistry
 Frances Rioual, Biomedical Communications
 Wenda Kwong, Clinical Sciences
 Pat Machado, Clinical Biochemistry
 Jeanne Douglas & Diana Hiesl, Comparative Medicine
 Anne-Marie Sepetyk, Dean's Office
 Maureen Todd, Dept. of Medicine
 Cindy Sinclair, Family & Community Medicine
 Shan Damji, Health Administration
 Anne Cartwright, Health Promotion
 Shan Damji, Hospital Management Research Unit
 Brenda McPhail, Immunology
 Frida Chan, Medical Genetics
 Lynette Anderson, Microbiology
 Barry MacDonald, NCIC Epidemiology Unit
 Janette Campbell, Nutritional Sciences
 Janet Snelgrove, Obstetrics & Gynaecology
 Angela Colantonio, Occupation & Physical Therapy
 Sandra Lang, Occupational & Environmental Health Unit
 Mary Papizzo, Office Services
 Syed Hasany, Ophthalmology
 Eva Wong, Otolaryngology
 Anna Capizzano, Paediatrics
 Julia Bella, Pathology
 D. Kadar, Pharmacology
 Rita Seto, Playfair Neuroscience Unit
 Connie Drummond, Physiology
 Adele Csima, Preventative Medicine & Biostatistics
 Valerie Rackow, Psychiatry
 Vijay Chetty, Radiation Oncology
 Lyn Michisor, Research in Neurodegenerative Diseases
 Kavitha Setur, Speech Pathology
 Mariana Cadavid, Studies in Medical Education
 Linda Dann, Surgery
 Joanne Jamieson, Teaching Labs
 Ina Berlekovic, Technical Services

OTHER FACULTIES:

Donna Crossan, Dentistry
 Arn Bowers, Education


Ursula Cattelan, Forestry
 Anne Morrison & Ralph Scane, Law
 Karen Melville, Library & Information Science
 Fiorella Tozzo, Management
 Ellen Wasserman, Music
 Betty John, Nursing
 Don Perrier, Pharmacy
 Howard Irving, Social Work

CENTRES, INSTITUTES & SCHOOLS:

Komala Prabhakar, Architecture & Landscape Architecture
 Sherry Fielsticker, Child Studies
 Margaret Fukunaga, CITA
 Willard McCarty, Computing in the Humanities
 Anne Marie Brinsmead, Continuing Studies
 Gloria Cernivivo, Criminology
 Lou Massey, Drama Centre
 Lara Cartmale, Environmental Studies
 Bernadette Lonergan, Graduate Studies
 Muna Salloum, IHPST
 Carolyn Alton, Industrial Relations
 Belinda Lobo, Medieval Studies
 Larry Leith, Physical & Health Education
 Sharon Bolt, Policy Analysis
 Jean Collins, University of Toronto Schools


ADMINISTRATION & STUDENT SERVICES:

Liz Dunlop, Admissions & Awards North
 Ali Ahmed, Admissions & Awards South
 Linda Wells & Suzanne Mitchell, Alumni & Development
 Lynda Calvert, Career Centre
 Doug Caston, Comptroller's Office
 David Graham, Counselling & Learning Skills
 Vincent Pang, Environmental Health & Safety
 Phil Garment, Facilities & Services
 Femi Guardini, Food Services
 Jack Dimond, Governing Council
 Christopher Rosati, Hart House
 Mary Bird, Health Services
 Betty Mahony, Housing Service
 Joanne Lacey, Human Resources
 John Bradley, Instructional & Research Computing
 Terry Rubenstein, Internal Audit
 Anne Mott, International Student Centre
 Joanna Davis, Labour Relations
 Dorian Simos, Library Administration
 Lynn Bearden, Media Centre
 Susan Riggs, President's Office
 Marion Thompson, Public Affairs
 Steve Richards, Purchasing
 Patricia Marchitelli, Psychiatric Services
 Rosi Stina, Space Management
 Barbara Anno, Special Services to Disabled Persons
 Kitty Cheung, Statistics, Records & Convocation
 Kathy Tseu, Systems Development
 Barbara Lew, Transitional Year Program
 Ron Johnson, U of T Bookstore
 Lee McKergow, U of T Police
 Susan Connor, U of T Press
 Margaret Godfrey, U of T Press, Downsview
 Christine Capewell, VP - Administration
 Ann Chreptak, VP - Human Resources
 Jane Widdicombe, AVP - Planning & Registrar
 Hazel Colme, VP & Provost
 Susan Haggis, VP - Research & International Relations



Authorized Dealer

Everyone who donates to the University's United Way Campaign will be eligible for a draw for a Newton MessagePad 110, donated by the U of T Bookstore. The draw will be held on November 15.



Computer Shop
 214 College Street
 (416) 978-7949
 Fax: 978-7968

GENERATION

ed for battle are among this year's new faculty members

by SUZANNE SOTO



explains. "I went through some important competitions, did well and so I think this will be helpful to my students here."

PATRICIA MCCARNEY:

A PART-TIME U OF T INSTRUCTOR SINCE 1990, Patricia McCarney is now teaching full-time in the Department of Political Science and is cross-appointed to the Centre for Urban & Community Studies. An expert on urban issues and international development, she has spent the past 11 years working for some of the world's most influential development agencies including the World Bank, the United Nations, the Ford Foundation and the International Development Research Centre (IDRC). The work has taken McCarney to over 20 countries and given her unique insight into the workings of development agencies. This is one of her main areas of research. "I write about the shifting agendas inside development agencies and how these internal bureaucratic

dynamics affect their practices and activities in the developing world." McCarney, who is from Toronto, obtained a BA from U of T before earning a master's in city planning from the University of Manitoba in 1980 and a PhD in international development from the Massachusetts Institute of Technology in 1987. She returned to Canada in 1988 to work for IDRC in Ottawa on the sub-Saharan Africa and South Asian program in urban development. She began teaching one course at U of T — Politics and Planning in Third World Cities — and became involved in a



number of large international projects at the urban studies centre. McCarney believes that one of her biggest challenges as a full-time professor will be maintaining her ties with the international agencies and the developing world while teaching and conducting research. "I'd like to balance teaching and research with this other side of my professional life because it is what fuels the teaching and the research," she says. "If I can keep those ties, I think I will bring something quite important to the University."

RADFORD NEAL:

RADFORD NEAL'S APPOINTMENT IS A SIGN OF THE times. His PhD (which he plans to complete this month) is in computer science but much of his work is in the area of statistics. With one foot in each discipline, it seems natural that he is cross-appointed to the two departments. However, says Neal, until recently researchers from the two areas did not have much to discuss. Neural networks (computer networks that try to operate the way human brains do), which are Neal's area of study, provide some

common ground, particularly since he uses the "Bayesian method" to study the networks. This method provides a particular approach in studying statistical inference. "One of the interesting things about neural networks is that you can get them to learn through observation rather than hard-core knowledge," Neal says. "And learning from observation is a statistical thing." Although interdisciplinary study has obvious merits, Neal believes it can create problems for students who do not know which department to join. Neal, 38, was born in the US and moved to Calgary at the age of 15; he earned his undergraduate and master's degrees in computer science at the University of Calgary. As a staff member there he worked as a statistical consultant and software engineer.

ROBIN ROOM:

ROBIN ROOM HAS BEEN INTERESTED IN PEOPLE'S USE and abuse of alcohol and drugs for over 30 years. In that time he has studied a myriad of issues related to the subject — everything from the causes and consequences of substance abuse to the ways different cultures consume alcohol and the depiction of drinking in Hollywood movies. The current vice-president of research and development at the Addiction Research Foundation as well as senior scientist and professor, he has been given a status-only appointment in the Department of Behavioural Science. Room, 54, who taught for 20 years at the University of California at Berkeley, says he wanted to return to the classroom this fall after a three-year hiatus. "I am not a great fan of lecturing but I greatly enjoy interacting with students," he says. "I find exchanging ideas with them and just being in an academic environment very rewarding and stimulating."

This fall he is part of a group of instructors jointly teaching a graduate course on alcohol, tobacco and other psychoactive substances. Room was born in Sydney, Australia, and has degrees in English and sociology from Princeton University



and Berkeley. After obtaining his PhD in sociology in 1978, he worked at the Medical Research Institute of San Francisco where he probed such issues as alcohol abuse and its link to AIDS and the effect of alcohol warning labels on consumers. He arrived in Canada in 1991 and is working on several research projects including a World Health Organization study on the ways different cultures diagnose alcohol and drug abuse and an international examination of Alcoholics Anonymous as a social movement.

SANDY WELSH:

WHY SEXUAL HARASSMENT HAPPENS IN THE workplace and what the government, employers and workers can do to eradicate it is Sandy Welsh's research focus. Welsh, 29, has been appointed an assistant professor in the Department of Sociology. She says the research she conducted for her 1989 master's degree at the State University of New York at Buffalo and for her 1994 PhD at Indiana University showed sexual harassment can indeed be curbed. "There are things we can do to make the workplace a place where women and men don't have to worry about



unwanted sexual advances but where they can still talk to each other, joke around and retain other human aspects." A native of Cleveland, Ohio, Welsh comes to U of T with an impressive list of publications and awards. These include articles in *Human Relations* and *American Sociological Review* and a 1993 Sutherland

Award for Outstanding Undergraduate Teaching from Indiana University. She is working on several papers including one titled From Anita Hill to Mike Tyson: Women's and Men's Attitudes towards Sexual Harassment. Welsh is teaching two courses this fall — Work and Occupations and Sociology of Organizations. "I have a lot of enthusiasm for both my discipline and for my students. I want to show them what an exciting thing sociology is, especially the sociology of work."

JEAN ZU:

WHEN JEAN ZU LEFT CHINA IN 1988 AT THE AGE OF 26, she was determined to pursue an academic career in North America. Armed with a master's degree in engineering mechanics from Tsinghua University in Beijing, she joined the University of Manitoba as a PhD student. She did well, and this year she completed her doctorate. But before she had time to consider offers from other universities she was recruited by U of T's Department of Mechanical Engineering, bringing to two the number of female faculty. People say it is an advantage being a woman in Zu's field but she is not convinced that is the reason she was hired. "I know other women in engineering who have not managed to find a job. It depends on the individual," she says. It helps to be open and aggressive, she believes, not shy and retiring. Being a



professor is a very demanding job, she has learned, not least for a recent immigrant. But she plans to excel — even if it takes her twice as long as her colleagues to write a grant proposal. Her research focuses on rotor dynamics and machine health monitoring.

LET'S ABOLISH FULL PROFESSORS...

BY RONALD DE SOUSA

NO, I DON'T MEAN FIRE THEM. I MEAN THE RANK, NOT the people.

All professors with tenure, whether "associate" or "full," have similar teaching and research duties and privileges and are paid on a scale unrelated to their rank but determined yearly by their "progress-through-the-ranks" review. I submit that the distinction between them is useless and that the process of promotion is expensive and pernicious. I want to argue that we should have only two ranks: untenured professor and tenured professor.

But everyone else has two tenured ranks!

So what? If we really want to be a leading university, we should lead. If we are the "Harvard of the North" we should abolish useless distinctions of rank regardless of what Harvard might do.

In recent years the elevation of some of our colleagues to the rank of full professor has become an increasingly solemn affair, more solemn, indeed, than tenure. Yet on tenure rides a whole working career, on promotion to "full," nothing at all. Every winter many of us must virtually neglect our own research for days or weeks in order to assess our colleagues. The mild satisfaction afforded to the many who succeed does not outweigh the dejection produced in the few who do not. In short, it's not worth it.

Start with the costs.

Last year over 60 recommendations were processed by the provost's office, of which over a third came from arts and science. They were first made by decanal committees, which received nominations from departments. These, in turn, are required to go through a departmental assessment of all the associate professors, followed by an exhaustive evaluation of those put forward for promotion. The provost's office forwards recommendations to Academic Board, which passes them on to Governing Council, which rubber-stamps them.

At every level, this involves vast amounts of administrative and secretarial work. But consider only the faculty members involved at the departmental and decanal levels. The following is fairly typical:

Two or three people will be assigned the task of assessing the associate professor's research; two or three others, the task of assessing her or his teaching. The latter task involves poring over course evaluations, looking at statistics, reading letters solicited from former students, appraising course outlines, etc. And then writing a report. Total estimated time for the subcommittee — say 30 scholar-hours.

The assessment of research achievement is more onerous. An associate professor up for promotion will have written many articles and perhaps several books. The results of thousands of hours — 10 or 15 years of writing — must be carefully rated. The assessors' report must make a convincing case for the importance of this scholar's research. You can't just write: "This candidate's work is important." You have to show it, to a grave and sceptical decanal committee, eager to reject some candidates the better to honour the others; for, as the Manual of Staff Policies delicately puts it, "There is a need to protect the qualifications for the rank in order that the status not be regarded as empty, once attained." So if three people do a conscientious (but not maniacal) job of reading, skimming and report writing, let's chalk up 120 scholar-hours.

The manual specifies that the promotions committee must consist of "no fewer than five people" (though in some departments the nominations are discussed in one or more lengthy meetings of a 12-person personnel committee). They discuss the reports, suggest revisions, produce the final draft. Another 30 scholar-hours.

After that comes the decanal committee, a dozen senior

professors whose decision determines the outcome. Another 25 scholar-hours or so. That's over 200 scholar-hours altogether so far.

In the meantime letters will have been solicited from no fewer than six external referees (not all Canadians, please!) — which strongly suggests, come to think of it, that the opinion of those so carefully vetted and promoted in past years actually counts for very little. It's not easy to find six people who, for no reward at all, will do one or two full days' work that many realize is largely pointless. Many politely refuse. This prolongs the days or weeks of secretarial time spent in long-distance phone calls, making multiple copies of thick dossiers, coordinating the schedules of busy committee members, etc. Since our own researchers are expected to reciprocate, chalk up another 25 hours each year for most of us, recommending (or impeding) promotions elsewhere.



"wide reputation" and "deep engagement in research." The manual adds that "this status is important to the academic community" as "evident from the fact that the Memorandum of Agreement... stipulates the preservation of the existing rank structure." But it says nothing about *why* this status is important.

Outside the academic community, status entails money. But these days the monetary value of promotion is zero. So it's just *pure* status. Isn't "wide reputation" honour enough? And doesn't "deep engagement in research" bring its own rewards: the joy of discovery, the pride of publishing good work, the satisfaction of a high citation index? What more is being added by adding "full professor"? How many books don't get written in 12 scholar-years per year?

In talking to my colleagues I have found only one argument in favour of the institution of tenured ranks (apart from "everybody else does it"): it is that *not* being promoted hurts. Most faculty members, after all, are *expected* to end up as professors. So getting the promotion doesn't mean much: only not getting it does. So the "honour" in question merely amounts to *being spared rejection*. A nice illustration of Falstaff's theory of honour ("What is honour? Air?": you only notice it when you don't have it).

This perhaps explains why, despite the manual's phrase about "protecting" the rank's status, administrators are keen to protect us from the knowledge of this protection. The dean of arts and science declined to tell me how many are turned down in her faculty. Sensitive information indeed: for the more who are rejected, the greater the pride of those promoted and the lesser the anguish of those discomfited. It follows that all must be cast down when they learn how few fail. (In medicine, just one out of 69 over two years.)

In fact, however, the decanal committees function mainly as a threat. The departments are those first charged with the "protection of standards." It is a matter of record that once or twice a year the disappointed take their grievance all the way up a four-step ladder of procedure to the provostial grievance review committee. We can only guess at the other levels, and at the total drain on time, money and morale entailed by the additional committee work, lawyers' bills, bad blood.

Every year some are forced to agonize about whether or not they are "good enough" to apply for promotion. Occasionally they are put up and rejected. Not uniformly, of course; for while the decanal committees do their job both conscientiously and well, the *results* are inevitably unfair. For committee membership changes, and committees are therefore more severe some years than others. So every year, in addition to those 12,000 wasted research hours, more time is squandered by demoralization. Demoralized people are not likely to improve their creative productivity. If those 12 wasted scholar-years were used to research the effect of the procedure as a whole, it would surely reveal a significant lowering of research activity and satisfaction, even if we took no account of the time and money involved.

But if there were no rank distinctions, there would be no stigma. Morale could only go up: researchers would not lack the real rewards of their research: recognition, publication, merit pay. (And the joy of it: must we forget that?) We would recover the equivalent in research productivity of a dozen scholar-years. And, who knows? We might even start a trend.

Except that it's too late for that. In arts and science, Harvard has had only one tenured rank since 1969.

So what are we waiting for?

Ronald de Sousa is a professor in the Department of Philosophy.

BITS & PIECES

A regular sampling of what's been said and seen on campus

EDITED BY KARINA DAHLIN 978-8023

JOB CLASSIFICATIONS AND WORKPLACE PRACTICES

WHY SECRETARIES AREN'T MANAGERS

On Sept. 15 at Hart House Theatre Jill Ker Conway read from her new book *True North*. Conway, who lives in Boston today and is a visiting scholar at MIT, was a member of the Department of History from 1964 to 1975; in 1973 she became the University's first female vice-president. The following is from a chapter about her time in this post.

In my childhood in the Australian outback there were no experts to rely on. If a piece of machinery didn't work, one figured out its working parts and fixed it. If someone broke a bone, someone else made a splint and did the best possible job of setting it. That approach to life stayed with me. If I didn't understand something, I worked at it until I did, because there was no point in taking on any task unless I could contribute to it. It was sometimes embarrassing to have to stop the discussion and say, "Wait a minute. I don't understand that. What am I missing?" But most people respect an honest question and love expanding on their particular area of expertise. The rare encounters with condescension usually offer valuable insights into character and motivation, and time usually provides ample opportunity to even the score with the condescender.

One area of the institution I had to keep on asking questions about was the personnel system. I couldn't understand why the women

secretaries who did much of the administrative work of the institution couldn't be promoted to management positions. The system for assigning points in the job-rating scheme seemed to mystify rather than explain things. A person's job classification was governed not by knowledge and the importance of the tasks but by how many people formally reported to an individual, a concept derived from military ideas of rank but not applicable to civilian activities.

The span of responsibility in a secretary's work could be very great even though no one formally "reported" to her. The system of classification was hung up on "command" while most organizations functioned just as much on securing consensus, on facilitating communication and on the ability to listen to others. An efficient secretary or administrative assistant might actually stand in for her boss half the time yet receive no credit for it at salary review time. But what was worse was that she couldn't take the knowledge derived from a secretary's job and use it to progress to other ranks in the non-academic side of the University. Men didn't seem to get stuck in the administrative assistant category because people seemed to be able to see and register their contribution to the job. A woman's contribution was invisible, or, if it was visible, people actively resisted having her move to a better job because they were so dependent on her skills.



MIME CONSTATABLE

WHY GOD DID NOT RECEIVE TENURE

From a religious studies list distributed by e-mail.

Why God never received tenure at any university:

- He had only one major publication.
- It was in Hebrew.
- It had no references.
- It wasn't published in a refereed journal.
- Some even doubt he wrote it himself.
- It may be true that he created the world, but what has he done since then?

- The scientific community has had a hard time replicating his results.
- He never applied to the Ethics Board for permission to use human subjects.
- When one experiment went awry he tried to cover it up by drowning the subjects.
- When subjects didn't behave as predicted, he deleted them from the sample.
- He rarely came to class, just told students to read the Book.
- Some say he had his son teach the class.
- He expelled his first two students for learning.
- Although there were only 10 requirements, most students failed his tests.



Packard Bell Axcel 4500 Pentium



FEATURES

- 60MHz Intel Pentium Processor
- 2 PCI Local Bus and 3 AT expansion slots
- Built-in numeric coprocessor
- 256K CPU Cache memory
- 8MB RAM standard, expandable to 128MB
- 420MB hard drive on Local Bus IDE controller
- 3.5" high density floppy drive
- Integrated ATI Mach-32 Local Bus graphics with 1MB exp. to 2MB
- 2 serial, 1 parallel, 1 mouse ports
- 14.4 data/fax modem
- High resolution mouse
- Enhanced 101 keyboard
- Pre-loaded with MS-DOS and Windows for Workgroups
- Pre-loaded software including Works for Windows, Microsoft Money, Microsoft Productivity Pack for Windows, Microsoft Entertainment Pack
- Flash BIOS for easy system updating

1 YEAR ON-SITE WARRANTY

\$2,499.

14" PB8549SVGL display - \$390.

15" PB8515SVGL display - \$520.

Computer Shop

214 College Street, 3rd. Floor
Voice: 416-978-7947 Fax: 416-978-7968

**Uoft
Bookstore**

U OF T Day

SATURDAY, OCTOBER 22, 1994

10 A.M. - 4 P.M.

PAN FOR GOLD, BUILD A SPIDER WEB, MEASURE YOUR BODY VOLTAGE!

ARTS & SCIENCE SATURDAY

Find out all about the Faculty of Arts & Science's 2,000 courses and 300 programs. In addition to visiting the displays, demonstrations and activities across campus, drop in on one of the mini-lectures given by faculty members in Sidney Smith Hall.

Mini-Lecture Series

To Kill a Cockroach (Sofly), Steve Tobe, Department of Zoology, 11:30 a.m.; What is Crime? How Do We Study It?, Philip Stenning, Centre of Criminology, 12:30 p.m. At 1:30 p.m., Power Play — Fascinating Facts about Powers of Numbers, Ed Barbeau, Department of Mathematics; at 2:30 p.m., "I Gotta Split, Man": Why Teenagers Speak the Way They Do, Marcel Dansie, Department of Italian Studies. *Sidney Smith Hall*

Anthropology

Can you distinguish between a human skull and that of a chimpanzee? Test your knowledge at a display of fossils and casts of skulls and watch the videos on anthropological field work. *Sidney Smith Hall*

Astronomy

Enjoy the view through rooftop telescopes and tour on-campus telescope facilities. *McLennan Physical Laboratories*

Botany

Visit the botany greenhouse at University & College; watch experiments on viruses and tour the rooftop greenhouse at the Earth Sciences Centre. *Earth Sciences Centre*

Chemistry

Tour the labs and watch chemicals react during ongoing experiments. *Lab Miller Chemical Laboratories*

Classics

Watch a video and slide show; try a classics quiz. *Robarts Library*

Computer Science

Take a trip down the information highway in the computer lab. See the amazing talking glove. *Sandford Fleming Building*

Computing in the Humanities

See demonstrations of local and Internet supported online resources in the humanities. *Robarts Library*

East Asian Studies

Displays on China, Japan, Korea and India are featured. *Robarts Library*

Economics

Take the economics quiz; find out the importance of economics to everyday life. *Sidney Smith Hall*

English

Use the McLeod Portable Collator to locate discrepancies between two versions of the same text and view illuminated manuscripts. *Robarts Library*

Environment

Learn about the past, present and future of the Don River watershed through a display of student work. *Ramsay Wright Zoological Laboratories*

Fine Art

Use the computerized teaching tool HyArt including photos, Hypercard-type images, animated picture sequences, text and sound. *Sidney Smith Hall*

French

Try computer activities and win a prize for best answers to a quiz. *Robarts Library*

Geology

Pan for gold, learn about diamonds in Canada and see a replica of the meteorite that fell to earth this year near Montreal. *Earth Sciences Centre and McLennan Physical Laboratories*

IsoTrace Laboratory

Find out how an accelerator mass spectrometer works. *McLennan Physical Laboratories*

Linguistics

Make a voice print of your name and compete in the phonetic transcription contest. *Robarts Library*

Mathematics

Test your skill at logic puzzles and join in the 6th Annual Donut Slicing Contest. *Sidney Smith Hall*

Middle East & Islamic Studies

Have your name written in Arabic or Persian while enjoying Middle Eastern music, videos and hospitality. *Robarts Library*

Physics

Visit displays on laser, medical, atmospheric and low-temperature physics. Learn how physics affects your day-to-day life. *McLennan Physical Laboratories*

Political Science

Find out who's behind the news and find out how much news you know by trying the department quiz. *Sidney Smith Hall*

Spanish & Portuguese

Can you name at least 20 countries in the world where Spanish or Portuguese or Catalan is spoken? See cultural displays of the Ibero-American world. *Robarts Library*

Statistics

Help us test the theory of "multiple birth dates" by marking your birth date on a calendar. *Sidney Smith Hall*

Study of Religion

Videos about the Middle East highlight religious sites and artifacts. *Robarts Library*

Zoology

See the animals of Ontario display, Our Own Backyard, and pet your favourite "bug" at the Insect Petting Zoo. *Ramsay Wright Zoological Laboratories*

COLLEGES

Sidney Smith Hall

Erindale College: find out what's up at the faculty's Mississauga campus; *St. Michael's College*: visit the display in Sid Smith, then tour the college with guides leaving from the display every hour on the hour; *Trinity College*: find out about the programs in international relations; immunology, ethics, society and law; and humanities and psychoanalytic thought; *Sarabrough College*: find out about the college, test your "job search IQ" and win prizes at the co-op program display; *Victoria College*: tours of the college leave from the information booth; attend a special luncheon to honour Victoria faculty (\$16).

New College

See video images shaped before your eyes and learn Japanese with the latest in multimedia computer technology. Attend the official opening of the new computer laboratory. Children are invited to make African masks and get frightened at the student council's Halloween Haunted House.

University College

After touring the historic UC building and the residences, see a video about UC's ghost. Visit the Helen Gardiner Phelan Playhouse from 10:30 a.m. to 1 p.m. to see a workshop demonstration conducted by the drama program.

Woodsworth College

Come to the college book sale from 10 a.m. to 4 p.m. for a bonanza of books.

ARCHITECTURE & LANDSCAPE

A continuous program of slide shows, school tours, exhibitions of work as well as equipment and facility demonstrations in the studios, workshops and labs. *230 College Street*

EDUCATION

Attend a bachelor of education/Ontario Teacher's Certificate application information day. There will be special sessions at 11 a.m. and 2 p.m. *371 Bloor Street West*

ENGINEERING OPEN HOUSE

Aerospace Engineering

Find out how fast you can throw a ball or blow a paper dart. Check your arm strength and your reaction times. See a video of the world's first flapping-wing aircraft and bring your children to fly the small blimps. *Sandford Fleming Building*

Biomedical Engineering

Displays of state-of-the-art technology — from artificial limbs to magnetic resonance imaging. *Galbraith Building*

Chemical Engineering & Applied Chemistry

By popular demand the Chem Magic Show and resident magicians return to dazzle. Try some applied chemistry and engineered food. *Wallberg Building*

Civil Engineering

Win a hard hat by entering the department's Crush Contest. *Galbraith Building*

Electrical & Computer Engineering

Try your hand at the automated train control system, then have your body voltage measured and your face digitized. *Galbraith Building*

Engineering Science

Play shuffleboard against a computer. Experience virtual reality. Find out how a sign-language converter works. *Galbraith and Sandford Fleming Buildings*

Engineering Society

Ever wonder what the life of an Engineering student is like? Come and ask members of Canada's oldest engineering society. *Sandford Fleming Building*

Geological & Mineral Engineering

Exploring for minerals, mining the ocean floor, underground tunnelling. *Sandford Fleming Building*

Industrial Engineering

Learn about nuclear power plant control, human computer interaction and the information highway. *Rosebrugh Building*

Information Technology Research Centre

Look at ITRC's "telepresence," combining computer, video and telecommunication in the superconference call. *D.L. Pratt Building*

Mechanical Engineering

See demonstrations of funny visco-elastic fluids. Come and explore research in areas from robotics to alternative fuels to zebra-muscle adhesion. *Galbraith Building*

Metalurgy & Materials Science

See advances in laser processing of electronic materials, biomaterial implants and electron microscopy. *Mining Building*

Professional Experience Year

Staff and students will answer your questions about co-op education. *Galbraith Building*

School Liaison

What is engineering? What do engineers do? Find out the answers to these and questions about admission, awards, part-time studies and student life. *Galbraith Building*

SLOWPOKE Reactor Facility

Tours focus on reactor start-up and shut-down and sample-irradiation including historical samples. (Napoleon's hair, for example) *Haultain Building*

The historic Skule Stage Band will perform on the front campus.

FORESTRY

The Faculty of Forestry is highlighting issues in relation to the forest we live and work in: the "urban forest." Find out how to save a local tree, feed the birds through winter and identify the features of your ecosystem. *33 Wilketts St.*

INFORMATION STUDIES

Put your "hands on" during Internet and Gopher demonstrations and learn more about Worldwide Web and the video-conferencing McLuhan Program. 140 St. George St.

LAW

Hear a panel discussion, From Law School to Lawyer, and tour the Bora Laskin Law Library. Flavell House

MEDICINE

Medical Sciences Building

Admissions Office

Here's your chance to ask counsellors and students about the medical school experience.

Anatomy & Cell Biology

Display will focus on the neurological aspects of amnesia and interactive computer learning.

Biochemistry

A display includes two prize-winning posters and a model of DNA.

Biomedical Engineering

See instruments such as pacemakers and prosthetics demonstrated.

Cardiovascular Sciences Collaborative Program

Learn about the latest research projects created to develop cooperative teaching and research across departmental boundaries.

Centre for Bioethics

Genetic engineering, euthanasia, drug testing: explore what academics and health professionals have to say about these issues.

Clinical Biochemistry

An interactive computer program shows how age, weight and height alter the impact of alcohol on the body. Test your alcohol level.

Comparative Medicine

You'll see several different strains of inbred mice along with videos and posters describing recent research.

Educational Computing and Family & Community Medicine

This display centres on Healthy Families, Healthy Communities. Discover the impact of your home environment on your health.

Educational Planning & Research

This display provides insight into the faculty's innovative approach to medical education.

Geriatrics

Take a look at the Aging Game with equipment that simulates some of the physical changes in growing older.

Health Promotion Centre

How can people be helped to live healthier lives? A display provides information about over 40 health promotion projects.

Microbiology

Take a look at the germs involved in malaria, cholera and AIDS.

Occupational Therapy

Occupational therapy aims to maximize the quality of life, given various physical and psychosocial difficulties. Find out about opportunities in this ground-breaking field.

Ophthalmology

Every month over 100 individuals receive the gift of sight through the Eye Bank of Canada programs. See a video about individuals receiving sight through corneal transplants.

Otolaryngology

Technological innovations in the treatment of the ear, nose and throat are shown.

Pathology

This hands-on exhibit reveals how pathologists study tissues and cells, identifying diseases.

Physical Therapy

Physical therapists demonstrate techniques for alleviating movement dysfunction.

Playfair Neurosciences Unit

How much do we really know about what goes on inside our heads? Live demonstrations give some surprising answers.

Surgery

Watch a video about laparoscopic surgery, then apply what you've learned — on supermarket chickens!



MUSIC

Jazz clinics take place during the morning with a clinic on improvisation by Phil Nimmons. An evening concert of Berlioz's Funeral and Triumphal Symphony features the renowned solo trombonist Alain Trudel. Edward Johnson Building

NURSING

Learn about A Career with Compassion. Medical Sciences Building

PHARMACY

Learn about admission requirements and meet with staff. Medical Sciences Building

SOCIAL WORK

Gala 80th anniversary reunion weekend celebrations for alumni include keynote speaker Audrey McLaughlin and a gala dinner at the president's house. 246 Bloor St. W.

SPECIAL PROGRAMS

Aboriginal Student Support Services & Programs

First Nations House provides support for aboriginal students and schedules social, recreational and cultural events. 563 Spadina Ave.

Child Study

Established in 1925, the institute is the

university's oldest. Come to a Community Open House from 10 a.m. to 2 p.m. 45 Walmer Road

Graduate Studies

Admissions and program information, graduate research news and a cap and gown display are featured. Children can also pick up "diplomas." 63 St. George St.

Physical & Health Education

Try the fatigue test on the Isokinetic swim-bench and compare your scores against Olympic and Varsity athletes. Medical Sciences Building

Science Outreach

A program for students in grades four to 10. Join in to build a spider web, make a "devil

Hart House

Join the homecoming reception in the East Common Room. View memorabilia and photo displays and take tours of Hart House, including the permanent art collection. Justina M. Barnacke Art Gallery features Henry Gordillo and Lorne Beag's Two Pavilions: Museum and a Tent.

Housing Service

"Walk" through the campus residences by viewing the Residence Information Terminal at the Faculty of Applied Science & Engineering open house. Sandford Fleming Building

Students' Administrative Council

The revolution continues with a Blue & White bash at the Hangar, featuring The Watchmen. Enjoy the Blue Crew BBQ at the SAC dome for free food and pre-game festivities. Wrap-up the day with the 1st Annual Blue & White Ball at Hart House. 12 Hart House Circle

LIBRARIES

Roberts Library, Thomas Fisher Rare Book Library and University Archives Complex Come and visit the Cheng Yu Teng East Asian Library with its unique collection of books and periodicals in Chinese, Japanese and Korean. See the latest in the men's and how hi-tech preserves the past. Visit the Thomas Fisher Rare Book Library with its priceless treasures and don't forget the University Archives, where our history lives. 130 St. George St.

Engineering Library

Watch a special demonstration of the new accessibility terminal for the visually impaired. Sandford Fleming Building

Sigmund Samuel Library/Science & Medicine/Audio-Visual Library

Look who's 40! Congratulations to Sig Sam! Look at "a classroom of the future"; olympics in the library; UTL presents Internet; and the annual book sale. 7 and 9 King's College Circle

HUMANITIES FAIR

Take a sneak peek at some of our internationally renowned editorial projects including the Royal Inscriptions of Mesopotamia, Records of Early English Drama and the Craftgyny and Helvetius research projects. Roberts Library

CHILDREN

Children's Fair

The Enchanted Forest — outdoor activities include the Bouncing Ballon, obstacle course, petting zoo, fish pond and parachute games. Incent activities include face-painting, crafts centre, scarecrow making, mural painting, bead-throwing, mobile centre, photo booth and much more. Free entertainment includes the FEUT Singers, magic shows, storytelling, and costume characters. Front campus

FOOD

Arbour Room

Fast food with a flair. Sandwiches and salads, hearty soups, gourmet coffees, beer and wine. Hart House

Diablo's Coffee Bar

Gourmet coffee and home-baked muffins. University College

Ned's Cafe

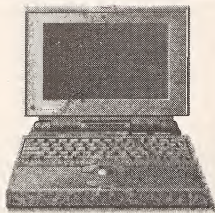
Make-your-own deli sandwiches and warm-up with a hearty bowl of soup. Wymitwood, 150 Charles St.

Pizza Pizza

Come and enjoy a fresh, hot slice of Pizza, Pizza. Front Campus.

Introducing the NEW Mac PowerBook 150

- 640 x 480 display, 4 greyscale
- 68030 processor at 33 Mhz
- 4Mb RAM, 120Mb hard disc
- SCSI port
- Serial port
- Optional internal modem
- Award-winning Ergonomic design
- Comfortable track ball



BONUS

Do Not Pay 'Til Feb. 1, '95! (ask for details)

VISIT THE STORE AND ENTER TO
WIN A POWERBOOK!

\$1,798.

Pre-installed software:

- System 7[™]
- Claris Works[™]
- PowerBook[™] Mobility Bundle

Computer Shop

214 College St., 3rd Floor
978-7947

**Uoff
Bookstore**

Apple and the Apple logo are registered trademarks of Apple Canada, Inc. Macintosh, Mac, and PowerBook are trademarks of Apple Canada, Inc.

Earn three times more interest on every dollar with a Midland Walwyn Asset Management Account[®]



If you're not earning what you deserve from your financial institution, call us now at 369-2170 to find out how you can get your money working harder for you.

Canadian Credit Cash Balances Earn5.25%*

U.S. Credit Cash Balances Earn4.75%*

Midland Walwyn's AMA[®] also includes cheque writing privileges, the Midland Walwyn Royal Trust Gold MasterCard[®], comprehensive account statements and account insurance.

Call today!
369-2170

DAVID GORDON

Financial Advisor • Your Partner in Wealth

Midland Walwyn Capital Inc.
181 Bay Street, Suite 400
Toronto, Ontario M5J 2V8

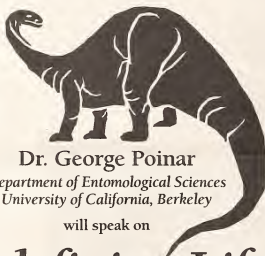
MIDLAND WALWYN
BLUE CHIP THINKING[™]

*Based on prime as of Sept. 12, 1994. Rates subject to change.

© The Asset Management Account and AMA are registered trademarks of Midland Walwyn Capital Inc.

© MasterCard is a registered trademark. Royal Trust is an authorized user of the mark. [™]BLUE CHIP THINKING is a trademark of Midland Walwyn Capital Inc.

WIEGAND FOUNDATION LECTURE



Dr. George Poinar
Department of Entomological Sciences
University of California, Berkeley

will speak on

Redefining Life in Amber

DNA, Dinosaurs and Extinct Species

Friday, October 21, 1994 Free Public Lecture
at 8:00 pm For more information
Medical Sciences Auditorium call 978-6046
1 King's College Circle

The Wiegand Foundation Lecture Series is offered by the Faculty of Arts and Science, University of Toronto.

FREE INVITATION

WEALTH ACCUMULATION STRATEGIES

AN INFORMATIVE AND ENTERTAINING
PRESENTATION OFFERING YOU PRACTICAL
ADVICE ON HOW TO ACHIEVE TRUE
FINANCIAL INDEPENDENCE

THE EQUION GROUP

IF YOUR INCOME IS ABOVE \$70,000 AND
YOU'RE RESPONSIBLE FOR BUILDING YOUR
OWN FINANCIAL FUTURE... YOU SHOULD
ATTEND THIS PRESENTATION



JAMES SORBO
B.B.A., C.A.

COMPLIMENTARY DINNER PRESENTATION

LEARN HOW TO:

- ✓ CUT YOUR TAXES
- ✓ MAKE YOUR MONEY WORK AS HARD AS YOU DO
- ✓ USE ASSET ALLOCATION STRATEGIES TO REDUCE RISK
- ✓ AVOID THE 4 BIGGEST MISTAKES PEOPLE MAKE WITH THEIR MONEY
- ✓ DETERMINE WHEN AND IF YOU'LL REACH FINANCIAL INDEPENDENCE



AT THE ROYAL YORK HOTEL
THURS. OCT 20 6:30 - 8:30 P.M. QUEBEC ROOM

**RESERVATIONS ARE A MUST. PLEASE CALL OR FAX TO
RESERVE (416) 216-6500 FAX 216-6510**

SEATING IS LIMITED

MEMORIAL SERVICE

DR. WILLIAM E. SWINTON

Passed away June 12, 1994

FRIDAY, OCTOBER 14, 1994
4:30 p.m.

GREAT HALL, HART HOUSE
7 Hart House Circle
University of Toronto

Served by the Wellesley bus on Harbord Street and
Avenue Road, #5 bus, going South on Queen's Park
Crescent as the closest TTC connections.

If necessary, call 978-2892



UNIVERSITY COLLEGE BOOK SALE 1994

*Old and New Books
at Bargain Prices*

Saturday Oct 15 10 a.m. to 5 p.m.
\$1 admission today only • Students FREE with ID

Monday Oct 17 10 a.m. to 9 p.m.

Tuesday Oct 18 10 a.m. to 9 p.m.

Wednesday Oct 19 10 a.m. to 3 p.m.

University of Toronto
15 King's College Circle • Subway to Queen's Park
Info : (416) 978-2968

HART HOUSE HAIR PLACE

Cuts are our specialty

Men's cut.....\$14
Women's cut.....\$18
Perms.....\$60
Highlights.....\$46

GST included in price
"Our experience means
professional results"

MONDAY-FRIDAY
8:30 - 5:30
7 HART HOUSE CIRCLE
978-2431

EVENTS



LECTURES

Saints, Bones, Magic: Recent Discoveries in Upper Nubia.

FRIDAY, OCTOBER 7
K.A. Grymki, Royal Ontario Museum.
Lecture theatre, McLaughlin Planetarium.
8 p.m. *Society for the Study of Egyptian Antiquities*

Literary Management at the National Theatre.

FRIDAY, OCTOBER 14
Giles Croft, National Theatre, Robert Gill Theatre, 3rd floor, Koffler Student Services Centre. 1 to 3 p.m. *Graduate Centre for Study of Drama*

On the Eve of the Millennium.

TUESDAY, OCTOBER 18
Conor Cruise O'Brien, historian; 1994 Massey Lecture, George Igoe Theatre, 15 Devonshire Place. 8 p.m. *Massey and CBC*

Post Cold War American Foreign Policy.

WEDNESDAY, OCTOBER 19
Prof. Michael Mandelbaum, Johns Hopkins University; John M. Olin lecture, 400 Alumni Hall, St. Michael's College. 4 p.m. *Political Science*

Gairdner Foundation.

Lectures by winners of the 1994 Gairdner Foundation International Awards presented for contributions to the field of medical science. All lectures in the auditorium, Medical Sciences Building.

THURSDAY, OCTOBER 20
The Colony Stimulating Factors: Discovery to Clinical Use.

Dr. Donald Metcalf, University of Melbourne. 12:10 p.m.

Tyrosine Phosphorylation: Past, Present and Future.

Prof. Tony Hunter, Salk Institute, San Diego. 12:40 p.m.

Protein Interactions in Signal Transduction.

Prof. Anthony J. Pawson, Department of Molecular & Medical Genetics. 1:10 p.m.

FRIDAY, OCTOBER 21
What the Three-Dimensional Structures of MHC Molecules Tell Us about Immune Recognition.

Prof. Pamela J. Bjorkman, California Institute of Technology. 12 noon.

Recognition of Antigens and Superantigens by Human Histocompatibility Glycoproteins.

Prof. Don C. Wiley, Harvard University. 12:30 p.m.

Redefining Life in Amber: Dinosaurs and DNA.

FRIDAY, OCTOBER 21
Prof. George Poinar, University of California at Berkeley; Wiegand Foundation lecture. Auditorium, Medical Sciences Building. 8 p.m.

COLLOQUIA

Losing Venues: The Railway Construction Contracts of Frank Shanty, 1868-75.

WEDNESDAY, OCTOBER 5
Richard White, Department of History, 2090 Sidney Smith Hall. 12 noon. *History*

High Gradient Electron Acceleration by Pulsed Lasers.

THURSDAY, OCTOBER 6
Prof. Chandrashekhra Johji, University of California at Los Angeles. 10:22 p.m. *Physics*

Good News from an Abandoned Gold Mine: A New Family of Quaternary Intermetallic Superconductors.

FRIDAY, OCTOBER 7
Prof. Robert J. Cava, AT&T Bell Laboratories, New Jersey. 158 Lash Miller Chemical Laboratories. 3:30 p.m. *Chemistry*

High T_c Superconductivity: Conventional or Unconventional?

THURSDAY, OCTOBER 13
Prof. R.C. Dynes, University of California at San Diego. 102 McLaughlin Physical Laboratories. 4:10 p.m. *Physics*

The Construction of Functional Biomimetic Systems Using Peptide Frameworks.

FRIDAY, OCTOBER 14
Prof. Norman Voyer, University of Sherbrooke. 158 Lash Miller Chemical Laboratories. 3:30 p.m. *Chemistry*

Chemistry in Crystals — or Why Should Chemists Care about Protein Structures?

FRIDAY, OCTOBER 21
Prof. Emilie Pai, Department of Biochemistry. 158 Lash Miller Chemical Laboratories. 3:30 p.m. *Chemistry*



SEMINARS

Preparing Canadian Sport Leaders for New Challenges.

MONDAY, OCTOBER 3
Rose Mercier, R. Tait McKenzie Institute. 330 Clara Benson Building. 3:30 to 5:30 p.m. *Physical & Health Education*

The Application of Process Engineering to the growth of Nonlinear Optical Crystals.

WEDNESDAY, OCTOBER 12
Prof. I.V. Samarasekera, University of British Columbia. 219 Wallberg Building. 12:30 p.m. *Chemical Engineering & Applied Chemistry*

Gairdner Foundation.

Seminars by winners of the 1994 Gairdner Foundation International Awards presented for contributions to the field of medical science.

WEDNESDAY, OCTOBER 19
SH2 and SH3 Domains in Signal Transduction.

Prof. Anthony J. Pawson, Department of Molecular & Medical Genetics. Auditorium, 18th floor, Mount Sinai Hospital. 10:30 a.m.

The Molecular Control of Blood Cell Formation.

Dr. Donald Metcalf, University of Melbourne. Main auditorium, 1st floor, Elm St. wing, Hospital for Sick Children. 2 p.m.

Cell Signalling by Tyrosine Phosphorylation.

Prof. Tony Hunter, Salk Institute, San Diego. Main auditorium, 1st floor, Elm St. wing, Hospital for Sick Children. 4:30 p.m.

THURSDAY, OCTOBER 20

Structural Studies: Antigen and Supranetigen Binding to MHC Molecules and Membrane Fusion.

Prof. Don C. Wiley, Harvard University. 4171 Medical Sciences Building. 9 a.m.

Crystal Structure of the Class I MHC Related Fc Receptor Reveals a New Function for the MHC Fold.

Prof. Pamela J. Bjorkman, California Institute of Technology. 2172 Medical Sciences Building. 4 p.m.

FRIDAY, OCTOBER 21
Tyrosine Kinases and Their Targets: Signal Transduction in Development and Disease.

Prof. Anthony J. Pawson, Department of Molecular & Medical Genetics. 8 a.m.

Signals Controlling Cell Proliferation.

Prof. Tony Hunter, Salk Institute, San Diego. Auditorium, Ontario Cancer Institute. 9 a.m.

Production of Inorganic Materials and Environmental Protection: The Aqueous Processing Imperative.

WEDNESDAY, OCTOBER 19
Prof. G.P. Demopoulos, McGill University. 219 Wallberg Building. 12:30 p.m. *Chemical Engineering & Applied Chemistry*

The New Face of Nuclear Proliferation.

THURSDAY, OCTOBER 20
Prof. Michael Mandelbaum, Johns Hopkins University; John M. Olin seminar. 3050 Sidney Smith Hall. 10 a.m.

Two Solitudes: Microencapsulation and Blood Compatibility.

THURSDAY, OCTOBER 20
Prof. Michael Sefton, Department of Chemical Engineering & Applied Chemistry. 412 Roseburgh Building. 1 p.m. *Biomedical Engineering*

Ethics and Politics: A Comparative Perspective on Canadian Foreign Aid.

FRIDAY, OCTOBER 21
Prof. Jean-Philippe Therien, University of Montreal. 3050 Sidney Smith Hall. 2 p.m. *Political Science*



MEETINGS & CONFERENCES

Business Board.

MONDAY, OCTOBER 3
Council Chamber, Simcoe Hall. 5 p.m.

Planning & Budget Committee.

TUESDAY, OCTOBER 11 AND TUESDAY, OCTOBER 22
Council Chamber, Simcoe Hall. 5 p.m.

Genetics and Society, TUESDAY, OCTOBER 11

Symposium. Lectures: Biomedical Advances; Genetics and Biodiversity; Relating the Information to the Public; Specialists vs. Common Man/Woman; Genetics and Ethics; Huntington Disease; Gene Therapy and Bone Marrow Transplant; Genetic Solutions to Social Problems; Basic Research Serendipity and Socially Useful Results. Medical Sciences Building. 12 noon to 5 p.m. Panel discussion: 2118 Sidney Smith Hall. 5:30 to 7:30 p.m.

MUSIC

TRINITY COLLEGE

Choral Evensong.

WEDNESDAY, OCTOBER 5,

OCTOBER 12 AND OCTOBER 19

Trinity College Chapel Choir; Robert Hunter Bell, director. Trinity College Chapel. 5:30 p.m.

FACULTY OF MUSIC

EDWARD JOHNSON BUILDING

Jazz Combo.

WEDNESDAY, OCTOBER 12

Phil Nimmons, director. Walter Hall. 8 p.m.

Thursday Noon Series.

THURSDAY, OCTOBER 13

The Faculty of Music after 75 Years: Part II; lecture by Prof. Em. John Beckwith, Faculty of Music. Walter Hall. 12:10 p.m.

THURSDAY, OCTOBER 20

Dean Kustra, countertenor; Michael Colvin, tenor; James Westman, baritone; with John Hawkins, piano. Walter Hall. 12:10 p.m.

St. Lawrence String Quartet & Shauna Rolston.

THURSDAY, OCTOBER 13

Proceeds to the scholarship fund. Walter Hall. 8 p.m. Tickets \$15, students and seniors \$10.

U of T Symphony Orchestra.

FRIDAY, OCTOBER 14

Dwight Bennett, conductor. MacMillan Theatre. 8 p.m. Tickets \$10, students and seniors \$5.

Opera Tea.

SUNDAY, OCTOBER 16

An afternoon of opera and tea. MacMillan Theatre. 2 p.m. Tickets \$20.

Jazz Ensembles.

WEDNESDAY, OCTOBER 19

Kirk MacDonald and Chase Sanborn, directors. Walter Hall. 8 p.m.

Faculty Artists Series.

FRIDAY, OCTOBER 21

Amici; Joanne Valpey, pianist; David Heatherington, cello; and Patricia Parr, piano. Walter Hall. 8 p.m. Tickets \$15, students and seniors \$10.

Wind Symphony and Concert Band.

SATURDAY, OCTOBER 22

Stephen Chenette and Cam Walter, conductors. MacMillan Theatre. 8 p.m. Tickets \$5.

Smith Visitor.

MONDAY, OCTOBER 24

Edith Wiens, soprano; accompanied by Rudolph Jensen, piano. Walter Hall. 8 p.m. Tickets \$20, students and seniors \$15.

SCARBOROUGH COLLEGE

Sunday Serenade.

SUNDAY, OCTOBER 16

Toronto Table Ensemble; Ritish Das, director; with Joanna Das, Indian traditional dancer. Meeting Place. 3 p.m.

HART HOUSE

Sunday Concert Series.

SUNDAY, OCTOBER 16

Bridget Hunt, violin. Great Hall. 3 p.m. Tickets at hall porter's desk.

PLAYS & READINGS

Sister Mary Ignatius Explains It All for You.

OCTOBER 20 TO OCTOBER 22

By Christopher Durang. Graduate Centre for Study of Drama production. Studio Theatre, 4 Glen Morris St. 8 p.m.



EXHIBITIONS

VICTORIA UNIVERSITY
A.P. Coleman, Geologist 1852-1939: Science, Art and Discovery.

TO OCTOBER 13
Exhibition of the life and work of A.P. Coleman. E.J. Pratt Library. Hours: Monday to Thursday, 9 a.m. to midnight; Friday, 9 a.m. to 6 p.m.; Saturday and Sunday, 1 to 5 p.m.

THOMAS FISHER RARE BOOK LIBRARY

Ownership of Books: An Investigation into Provenance.

TO OCTOBER 28
An exploration of provenance through a display of royal and armorial bindings, bookplates and inscriptions. Hours: Monday to Friday, 9 a.m. to 5 p.m.

SCARBOROUGH COLLEGE

Lynn Donoghue

OCTOBER 3 TO OCTOBER 21

New works. The Gallery. Gallery hours: Monday to Friday, 11 a.m. to 4 p.m.

JUSTINA M. BARNICKE GALLERY

HART HOUSE

OCTOBER 6 TO NOVEMBER 3

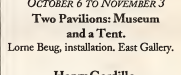
Two Pavilions: Museum and a Tent.

Lorne Beug, installation. East Gallery.

Henry Gordillo.

Photographs. West Gallery. Gallery hours:

Monday to Friday, 11 a.m. to 7 p.m.; Saturday and Sunday, 1 to 4 p.m.



MISCELLANY

Memorial Service.

FRIDAY, OCTOBER 14

Memorial service for Dr. William E. Swinton. Great Hall, Hart House. 4:30 p.m. Information: Massey College, 978-2892.

Trinity College Book Sale.

TUESDAY, OCTOBER 18 TO SATURDAY, OCTOBER 22

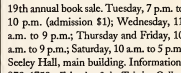
19th annual book sale. Tuesday, 7 p.m. to 10 p.m. (admission \$1); Wednesday, 11 a.m. to 9 p.m.; Thursday and Friday, 10 a.m. to 9 p.m.; Saturday, 10 a.m. to 5 p.m. Seeley Hall, main building. Information: 978-6750. *Friends of the Trinity College Library*



DEADLINES

Issue of October 24, for events taking place Oct. 24 to Nov. 7. **TUESDAY, OCTOBER 11.**

Issue of November 7, for events taking place Nov. 7 to 21. **MONDAY, SEPTEMBER 9.**



CLASSIFIED

A classified ad costs \$15 for up to 35 words and \$.50 for each additional word (maximum 70). Your phone number counts as one word, but the components of your address will each be counted as a word. No charge for postal code. A cheque or money order payable to University of Toronto must accompany your ad. Ads must be submitted in writing, 10 days before *The Bulletin* publication date, to Nancy Bush, Department of Public Affairs, 21 King's College Circle, 2nd FL, Toronto, Ontario M5S 1A1. Ads will not be accepted over the phone. To receive a tearsheet and/or receipt please include a stamped self-addressed envelope. For more information please call: 978-2106.

ACCOMMODATION RENTALS AVAILABLE — METRO & AREA —

Short-term, 6 months. Furnished house: 2 bedrooms, 2 bathrooms, den, designer kitchen, five appliances, parking. Quiet cul-de-sac, ravine, TTC, close downtown. No pets, non-smokers. Available October to March (dates negotiable). 755-0540.

2-bedroom apartment, very central, subway access. 1 master bedroom with 2 queen-size beds, 1 small bedroom/den with pull-out bed of white leather and white cane furniture. Great stereo, 28" TV, VCR & CDs. Indoor pool and patio — balcony with appropriate furniture, flowers, etc. 3-6 month lease. Suitable for professor or faculty member. Phone (416) 487-2580.

Condo for rent furnished. At 401 east & Meadowdale Road. Elegant 2-bedroom, 2 bathroom. Balcony, pool, tennis, parking. \$1,400 per month. From October 1. (416) 260-8512.

Dramatically reduced rent or free basement apartment (normal rent \$575+ p.c.m.) in exchange for fast word processing by non-smoking, excellent spelling, senior or post-doc student available immediately. Cosy, self-contained, washer/dryer, fully or partially furnished, own entrance, in professor's house. 964-7270.

Furnished 1- or 2-bedroom apartment 10 minutes to U of T in Victorian home available for short-term rental weekly or monthly. Dishes and linens included. (416) 535-4000.

Executive condo for rent. 1-bedroom, furnished. Excellent location to University (5-minute walk), Bay & St. Joseph. Recreational facilities: gym, sauna, pool, whirlpool, table tennis. Parking available. Very reasonable. Contact Margaret, day: 591-5547; evening: 848-0635.

Forest Hill. Two-bedroom apartment. Bright, hardwood floors, very clean.

Parking, fireplace, balcony. Across from park, ravine. Quiet. 2nd floor of house. Could be nicely furnished. Available December 1. \$1,270 + hydro. 484-1075.

Beaches area. Furnished, 2-storey townhouse. From November 1 — May 1, 1995. Patio, fireplace, covered parking. Steps to boardwalk (lake) and streetcar. 698-5973 or 694-1226.

Yonge/Lawrence. Furnished 4-bedroom, family room, 2 baths, 5 appliances, fireplace, 2-car garage, private parking, 28" TV, VCR & CDs. Available November to July, flexible. \$1,900 + utilities. 489-6847.

Home available for sublet Oct. 23 — Dec. 31. 3+ bedrooms, 3.5 baths. Home Park, Mt. Pleasant/St. Clair. Walk to subway. Must care for family cat. \$1,850/month (negotiable). 481-9496.

Ground-floor, one-bedroom apartment. 2 bedrooms, basement workshop, garden, garage. Great district, 10-minute walk to U of T. \$950 plus utilities. Phone 929-5143.

Charming detached house in the Beach area. Fully furnished, three bedrooms, two bathrooms, study, all appliances and driveway, very short distance to lake and TTC. Rent negotiable. From January 1 to June 1, 1995. Phone/fax (416) 699-1638.

Sabbatical rental. Bathurst/St. Clair. Furnished, newly renovated, 3 + 1 bedroom home, six appliances, family room, finished basement, beautiful yard and deck, private drive, close to transit, 15 minutes to downtown. January to June 1995. 783-8699.

Short-term, January to May inclusive: furnished 3-bedroom townhouse in trendy downtown community; very close to St. Lawrence Market, Harbourfront, theatres, schools, community centre, TTC. \$830/month. Dates negotiable. (416) 361-6388.

Short-term, Jan. 7 — Feb. 7. Furnished 4-bedroom Victorian house, lower Annex,

2 blocks from University, large kitchen, dishwasher, washer, dryer, parking. \$1,500. Call (416) 924-2143.

Basement apartment, one-bedroom. One or two persons, middle aged, non-smoker(s). Yonge & Steeles, 5-minute walk to bus. \$700 monthly. References required. (416) 223-3602 (leave message).

Annex. Luxury 6-bedroom home available mid-December or January 1 to April 30, 1995. Suitable for 3 or 4 visiting professors. Must be immaculate, non-smokers and no pets. \$3,000-\$4,000 monthly plus utilities. Call 967-6474.

ACCOMMODATION RENTALS REQUIRED

Home exchange or rental required. Canadian family living in a 5-bedroom, central Tokyo apartment is interested in a Toronto area home for exchange or rent during Christmas '94, '95, '96, '97 and summer '95, '96, '97. Please write to: Sherr Simpson, 7-14-12 Miami Aoyama, Minna Arms #201, Minato-Ku, Tokyo 107, Japan.

BED & BREAKFAST

Award-winning home. Immaculate, smoke- & pet-free. Quiet nooks and crannies for reading and relaxing. Healthy breakfasts and we cater to diets. Walk to U of T, R.M. Parking. \$80 daily for two, \$65 for one. (416) 967-6474.

HOUSES & PROPERTIES FOR SALE

Bloor and Yonge area. Close to U of T. \$399,000. Victorian townhouse. Architecturally stunning contemporary designer decor. 2 bedrooms plus den. Separate living-room and dining-room. Beautiful city garden. Garage. For infor-

mation or viewing of this property, please contact: Nanci Dorrington, Royal LePage Residential Real Estate Services, (416) 977-7653.

St. Clair and Bathurst location. Great value at \$179,000. Well-maintained 3-bedroom semi-detached home. Features: eat-in kitchen, fenced garden, 2-car parking, basement apartment — income potential, close to all amenities. For information or viewing of this property, please contact: Nanci Dorrington, Royal LePage Residential Real Estate Services, (416) 977-7653.

West Annex. Updated 4-bedroom, 2½-storey house. Walk to Christie subway or cycle to U of T. Modern kitchen and bathroom, yard, parking, 6 appliances. \$235,000. Marlene Auspitz, Royal LePage Real Estate. (416) 532-3391.

MISCELLANEOUS

PERSONAL COUNSELLING in a caring, confidential environment. U of T staff extended health care benefits provide excellent coverage. Dr. Ellen Greenberg, Registered Psychologist. The Medical Arts Building, 170 St. George Street, 961-5688.

ACCENT NEED ADJUSTMENT? Communications enhancement courses in speaking and writing for English as Second Language Speakers with good language skills. Groups of 6-8. Over 2,500 satisfied graduates. Now in its 8th year. Gandy Associates. 533-1933.

Psychologist providing individual, group and couples therapy. Personal and relationship issues. U of T staff extended health plan covers psychological services. For a consultation call Dr. Heather A. White, 535-9432, 140 Albany Ave. (Bathurst/Bloor).

INDIVIDUAL & COUPLE THERAPY. Extended health benefits provide full coverage for U of T staff. Dr. Gale Biddell, Registered Psychologist, 114 Maitland Street (near Wellesley and Jarvis). 972-6789.

Dr. Rick Lindal, Registered Psychologist. 13 years' experience general practice for individuals and couples. Also specializing in issues relating to job stress, chronic illness, bereavement, sexual identity and sexual abuse. 2 Carlton Street, Suite 1405, Toronto, Ontario M5B 1J3. (416) 595-0958.

Victoria B.C. Real Estate. Experienced, knowledgeable realtor with university faculty references. Will answer all queries and send information about retirement or investment properties in Victoria. No cost or obligation. Call (604) 595-3200 or write Lois Dutton, REMAX Ports West, 3200 Shelbourne Street, Victoria, B.C. V8P 5G8.

AMBIENCE. Versatile guitarist will make your special event, private party or seasonal celebration memorable. A dash of jazz, a touch of classical, Celtic undertones and genuine musical flair. Reasonable rates. (416) 538-3605.

EDITORIAL SERVICES. Retired professor, published author, experienced in preparing academic texts for publication. If you have an interesting project in the humanities or social sciences that needs polishing, call 363-2164.

Bookworm! Burrow into bargains at the University College Alumni Book Sale, Sat. Oct. 15 (10-5), Mon. Oct. 17 (10-9), Tues. Oct. 18 (10-9), & Wed. Oct. 19 (10-3). 15 King's College Circle, U of T Campus. Queen's Park subway. Info: 978-2968.

A francophone typist is wanted to help prepare an electronic text. Must have a working knowledge of Microsoft Word for DOS/Windows. Contact André Gombay at 978-0919.

Research assistants are required to conduct library research. Require assistance with French, Dutch and Latin texts and archival material. Apply only if you are fluent in at least one of these languages and if you have a working knowledge of the University of Toronto library system. Contact André Gombay at 978-0919.



D. SHUTER ROBES LTD.

26 Duncan St. Fifth Floor
Toronto, Ontario M5V 2B9
(416) 977-3857

Academic Robes and Hoods
Authorized Robemakers to
University of Toronto

HONEST ED'S optical depo

581 Bloor at Bathurst
588-0843

Don't Pay

We will be happy to bill
Blue Cross directly for
your eyewear.

- *****
- *designer frames
- *contact lens specialists
- *eye doctor on premises

TORONTO CRYOBIOLOGY CENTRE INC.

Requires healthy young men between 18 to 39 years of age to participate in its program on sperm cryopreservation and donor insemination.

Confidentiality is ensured and accepted donors will be recompensed for their time.

If interested, please call 972-7470

DEPENDABLE & SECURE,
UNRESTRICTED ACCESS

—the Wire—

GRAPHICALLY
INTERFACED

INTERNET for Windows

Private Accounts with
90 minutes daily online
time for as little as 66¢

Explore the Resources of the
World Wide Web with Mosaic
(416) 214-WIRE

... active living makes
a healthy difference.



RESEARCH NOTICES

For further information and application forms for the following agencies, please contact University of Toronto Research Services (UTRS) at 978-2163.

GENERAL

CONNAUGHT COMMITTEE
Connaught programs of research support have been designed by the Connaught Committee in consultation with the University community. Further information is available from Judith Chadwick, 978-6475.

Research fellowships in the humanities and social sciences help to develop and support important areas of research and to enhance the University's competitiveness for limited external funds. Fellowships provide six months of release time for faculty members to complete scholarly projects of outstanding merit. Deadline for applications to be taken up in the 1995-96 academic year is October 15.

MEDICINE & LIFE SCIENCES

BAXTER HEALTHCARE CORPORATION
The extramural grant program (renal division) has announced continued support to the study of kidney disease, its pathophysiology and treatment options. The subject for the current competition is open — clinical research: proposals focusing directly on improved patient management for those being treated with renal replacement therapy. Only studies conducted in human subjects will be considered. The agency permits an institutional overhead component of 15 percent to be included within the yearly budget allocation. The usual University application procedures and application requirements apply. Deadline is November 4.

CANADIAN LIVER FOUNDATION
Establishment grants provide critical funding to qualified and trained hepatologists or senior scientists who are taking up a full-time faculty level position in a Canadian university. Eligible candidates must hold an MD or PhD degree or equivalent and have a proven interest in the structure and function of the liver or in disease. The award is for two years, with an option of a third year, for up to \$60,000 per annum. Investigators

already holding a grant from a national agency are not eligible. Fellowships provide support for specialized clinical or experimental training in hepatic function or disease for those who have already completed the basic graduate program and are normally resident in Canada at the time of application. Deadlines are November 1.

LUNG ASSOCIATION

The association promotes research into any field of acute or chronic lung disease. Research may include clinical investigation, pathology, immunology, pulmonary physiology and function and the sociological aspects of disease and disease prevention. Canadian Physiotherapy Cardio-Respiratory Society research grants are offered to physiotherapists pursuing investigations related to the management of patients with respiratory diseases; fellowships are offered to physiotherapists taking post-graduate training in which respiratory research is a major component; and studentships are offered to physiotherapy undergraduates or newly graduated students to perform a well-defined component of an ongoing research project for a two to three month period. Canadian Nurses' Respiratory Society research grants are available for clinical investigation of any nursing-related phenomenon that is pertinent to illness assessment, management of any responses or aimed at health promotion and prevention issues; fellowships enable nurses to pursue graduate study that contributes to the Canadian field of respiratory illness and health care. Deadlines are November 1.

NATIONAL ALLIANCE FOR RESEARCH ON SCHIZOPHRENIA & DEPRESSION
NARSAD offers awards up to \$30,000 a year for up to two years to promising investigators to either extend their research fellowship training or to begin careers as independent research faculty. Basic and/or clinical investigators are

supported but research must be relevant to schizophrenia, major affective disorders or other serious mental illnesses. Applicants must have a mentor or senior collaborator who is an established investigator in the area relevant to NARSAD. Deadline is now October 25.

NATIONAL INSTITUTE OF NUTRITION

The institute funds highly qualified candidates for full-time post-doctoral training in centres of recognized excellence in nutrition research. Eligible candidates must be Canadian citizens or landed immigrants holding an MD, PhD or equivalent degree. Holders of doctoral degrees in areas not conventionally related to nutrition are encouraged to apply if the proposed training is to be undertaken within the context of a nutrition-related research program. Fellowships are awarded for one year and may be renewed. Deadline is November 1.

UPCOMING DEADLINES

OCTOBER 3
SSIRC/Northern Telecom Canada — joint initiative (letter of intent)

OCTOBER 6
NSERC — women's faculty award (at UTRS)

OCTOBER 12
Canada Council of Canada — research grants
Francis Families Foundation — Parker B. Francis fellowships
SSIRC — standard research grants, strategic grants (at UTRS)

OCTOBER 15
J.P. Bickell Foundation — research grants (at UTRS)

OCTOBER 15
James H. Cummings Foundation — research grants (at UTRS)

OCTOBER 15
Alzheimer Society of Canada — training awards, research grants
Canadian Breast Cancer Research Initiative — research grants
Connaught Fund — research fellowships (humanities and social sciences)
Department of Fisheries & Oceans/NSERC — science subvention

program research partnerships
Easter Seal Research Institute — post-doctoral fellowships, research project grants, doctoral training awards
Kidney Foundation of Canada — operating grants
Malignant Hyperthermia Foundation — research grants
National Cancer Institute of Canada — operating grants, Canadian breast cancer initiative

NSERC — women's faculty awards, foreign researcher award, CIDA/NSERC research associateships
Ontario Health Care Evaluation Network — call for proposals
Whitaker Foundation — full application

OCTOBER 16
Muscular Dystrophy Association of Canada — research grants

OCTOBER 28
Canada Council — John G. Diefenbaker award (at UTRS)

OCTOBER 30
U of T, Life Sciences Committee — E.W. Crann award (nominations)

OCTOBER 31
American Health Assistance Foundation — Alzheimer's research, National Health Foundation grants
Cohen's & Leitis Foundation of Canada — clinical research fellowships

NOVEMBER 1
American Lung Association — research grants, research scholar
Asthma Society of Canada — research grants (at UTRS)
Hannah Institute — fellowships, grants-in-aid, scholarships
Hereditary Disease Foundation — research grants (intent)

NOVEMBER 1
Kidney Foundation — national research fellowships, nephrology and urology scholarships
MRC — MRC scientists, clinician-scientist program
NSERC — research grants (individual, team, project), equipment grants, conference grants
Ontario Respiratory Care Society — research grants

PMAC Health Research Foundation — pharmacy graduate scholarships, PMAC/MRC cancer awards (internal set by dean/medicine)
Sandoz Foundation for Gerontological Research — grants
SSIRC — aid to occasional scholarly conferences, travel grants for international representation
U of T — self-funded research grants

NOVEMBER 4
Baxter Healthcare — renal division research grants

NOVEMBER 5
Howard Hughes Medical Institute — pre-doctoral fellowships

NOVEMBER 15
Arthritis Society — clinical fellowships, research fellowships, Ogrydo fellows, Geoff Carr Lupus fellowships
Heart & Stroke Foundation of Canada — junior personnel awards, scientific fellowships in preventive research

NOVEMBER 15
International Union Against Cancer — international oncology nursing fellowships
MRC — centennial fellowships, fellowships; university-industry industrial fellowships; Canadian Hypertension Society, Easter Seal, Muscular Dystrophy, Arthritis Society, Canadian Lung, Ciba-Geigy, Schizophrenia Society
Ontario Ministry of Health — cancer scientists (open competition)

NOVEMBER 16
Canadian Psychiatric Research Foundation — research grants, fellowships

NOVEMBER 25
Ontario Mental Health Foundation — fellowships; senior research, new faculty research, travelling, research training; post-doctoral

NOVEMBER 30
American Health Assistance Foundation — research grants (glaucoma)
U of T, Life Sciences Committee — Dales award (nominations)

PHD ORALS

Graduate faculty please call the PhD oral examination office at 978-5258 for information regarding time and location for these listings.

THURSDAY, OCTOBER 6
Kelly L. Akers, Department of Chemistry, "Vibrational Characterization of Co Solid Films Using Raman Spectroscopy." Prof. M. Moskovits.

Philip Bagnoli, Department of Economics, "On the Dynamics of Non-Renewable Resources." Prof. P.H. Paus.

Bruce Ronald Sutherland, Department of Physics, "Mixing and Internal Wave Generation in Dynamically Unstable Stratified Jets." Prof. W.R. Peltier.

FRIDAY, OCTOBER 7
Naief T.N.H. Al-Otaibi, Department of Civil Engineering, "A Knowledge-Based Systems Approach to Materials Management for Large Construction Projects." Prof. K.A. Selby.

Walter Dorn, Department of Chemistry, "Inorganic Ion Conduction Across Bilayer Lipid Membranes." Prof. M. Thompson.

Grazia Menecchia, Department of Italian Studies, "Pandora e Ionia nell'opera narrativa di G. Manganelli." Prof. M. Ciavolella.

Mi-Kyung Sung, Department of Nutritional Sciences, "The Biological Activity of Soybean Saponins and Its Implications in Colon Carcinogenesis." Prof. A.V. Rao.

Petre Sorin Voinescu, Department of Electrical & Computer Engineering, "VLSI Compatible Si/SiGe/Si-p-MOS-FETs." Prof. C.A.T. Salama.

Barbara Jean Whitmer, Centre for the Study of Religion, "The Interactive Organism: The Body, Trust and Technology." Prof. R.C. Hutchinson.

Gang Wu, Department of Industrial Engineering, "Matrix Level-Crossing Theory in Queuing Systems." Prof. M.J.M. Posner.

TUESDAY, OCTOBER 11
David Maury Chandross, Department of Education, "Health, Knowledge and Identity: A Search for the Definition of Human Health." Prof. I. Winchester.

WEDNESDAY, OCTOBER 12
Patrick Henri Marie Delanghe, Department of Chemistry,

"Synthesis and Reactivity Studies of Novel Bimetallic Reagents and Diastereomerically Pure Methylenechloropropanes." Prof. M. Lautens.

Marja Helena Kates, Department of Psychology, "The Development of Visual Recognition Memory in 8- and 12-Month-Old Human Infants: Comparison of Reaching and Looking as Dependent Measures." Prof. M. Moscovitch.

Silvana Maria Molossi, Department of Cellular & Molecular Pathology, "Cytokine-Mediated Fibronectin Production in Cardiac Allograft Arteriosclerosis: Functional Role Related to Transendothelial Trafficking of Immune-Inflammatory Cells." Professor M. Rabinovitch.

Achille Carlo Varzi, Department of Philosophy, "Universal Semantics." Prof. H.G. Herzberger.

FRIDAY, OCTOBER 14
Vanessa Jane Clendenen, Department of Psychology, "Social Facilitation and Eating Behaviour." Prof. C.P. Herman.

Janet Eileen Eriksen, Department of English, "A Description of the Poetics of William Morris' *The Defence of Guenevere*, and Other Poems (1858): Addressing the Problem of Interpretation." Prof. P.F. Morgan.

Lisa Karen Waldhauser, Faculty of Pharmacy, "Propylthiouracil-Induced Autoimmune Disease in the Cat: The Role of Reactive Metabolites Generated by Leukocyte Myeloperoxidase." Prof. J.P. Uetrecht.

TUESDAY, OCTOBER 18
Chao Yu Peter Chen, Department of Mechanical Engineering, "Performance Improvement of Uncertain Robotic Systems Using Neural Networks: Analysis and Experiment." Prof. J.K. Mills and K.C. Smith.

THURSDAY, OCTOBER 20
Aniruddha Chatterjee, Department of Chemical Engineering & Applied Chemistry, "Physico-Chemical Aspects of Flocculation in Cellulose Fibre Networks and Effects on Paper Formation." Prof. C.T.J. Dodson and P. Whiting.

FRIDAY, OCTOBER 21
Charles Wing-Hoi Chan, Department of East Asian Studies, "The Benevolent Person versus the Sage: Ogyu Sora's Critique of Chu Hsi." Prof. J.C. Ching.

Radford Muir Neal, Department of Computer Science, "Bayesian Learning for Neural Networks." Prof. G. Hinton.

Arthur Germano Fett Neto, Department of Botany, "Metabolism and Accumulation of Taxol and Related Taxoids in Cell Cultures of *Taxus Canadensis* Sieb & Zucc." Prof. F. DiCosmo.

Frank Wania, Department of Chemical Engineering & Applied Chemistry, "Temperature and Chemical Behaviour in the Environment — Towards an Understanding of the Global Fate of Persistent Organic Chemicals." Prof. D. Mackay.

Katherine Noel West, Department of English, "All This We Must Do, to Comply with the Taste of the Town: Shakespearean Comedy and the Early 18th-Century Theatre." Prof. A.M. Leggett.

CLEARING THE HURDLES

Efforts continue to create equal opportunities in athletics
By WENDY TALFOURD-JONES

Two years ago the issue of gender equity became a significant concern at the Department of Athletics & Recreation (DAR). In March 1993 University Affairs Board directed the department to examine the matter. A task force was formed; it reported back to the council of DAR last January and the council approved most of its recommendations. Some will be implemented this year, others in subsequent years. The following article is written by Wendy Talfourd-Jones, chair of the task force and a member of the department's council for three years. She is currently a student member of Governing Council, vice-chair of University Affairs Board and employed at the Canadian Broadcasting Corporation.

GENDER EQUITY IS NOT A NEW CONCEPT. It has been in place in law and in the workplace for more than 10 years. Although some perceive gender equity as something negative — a method to diminish men or male culture — it is a positive way to enhance and nurture women's opportunities.

It is important to understand the difference between *equity* and *equality*. In order to achieve equity it is sometimes necessary to impose inequality — especially in circumstances where discrimination exists. To quote Professor Bruce Kidd, one of the task force members: "Equality focuses on creating the same starting line. Equity has the goal of providing everyone with the same finish line."

But why is affirmative action for gender equity necessary at DAR? The facilities are available. Both women and men have equal access to the department's building during the same hours and to the same equipment. However, because of physical, social and financial reasons women do not have equity in sport and recreation — even at DAR, a leader in providing access and opportunities for women in post-secondary athletics and recreation as well as a forerunner in its awareness of gender equity.

Even most women themselves don't realize how invisible lack of equity can be. A lot of inequity is subtle, it is hidden and one has to look for it. Often it is a product of history or habit; certainly it is a consequence of insufficient financial support and enlightened awareness. Historically men's culture and activities have dominated while women's have been an afterthought or have been fitted in secondary to the men's requirements. It will take a long time and considerable effort to make up for these inequities. In athletics there is a need to meet the particular requirements of women. That which has been developed for men over the years is not necessarily what is needed for women. The Canadian Association for the Advancement of Women & Sport says in *Towards Gender Equity for Women in Sport: A Handbook for National Sport Organizations* (March 1993) that while women are as interested in active physical activity as men, surveys indicate that as a group they are less interested in competition sports and are by nature less aggressive in athletics. This is, of course, not to discount the many female athletes who do compete and dominate in competitive and high performance athletics — excelling to as high a degree as their male athlete counterparts. Equity is just as necessary for these women. However, in general, the majority of females prefer more recreational (though no less demanding) forms of sport and physical activity and view the traditional "male" model of sports as unappealing.

SINCE THE UNIVERSITY ADMINISTRATION HAS COMPLETELY withdrawn its operational subsidy to the athletics department over the past two years, compulsory student fees now generate 80 percent of departmental fee income (or 57 percent of DAR's total revenues). According to last year's enrolment statistics the University's student population is composed of 54 percent female and 46 percent male students. In other words women



provide a majority of the department's fees. Also in recent years the demographics of the student population have changed substantially. The "traditional" student is now older; ethnicity has changed the size of body frames and influenced social precepts and the needs and requirements of our students are changing. For instance this year two female student athletes on Varsity teams are mothers of young babies.

In its final report the task force made four major recommendations, all of which are essential if gender equity is to be achieved in sports and recreation.

First, there has to be gender balance on the council of DAR. In this respect we are moving in the right direction: female members accounted for approximately 21 percent of council seats in 1993-1994 (six female, 21 male, one vacant) and may account for 46 percent in 1994-1995 (11 female, 15 males, two to be elected).



IN THE END THE SUCCESS OF GENDER EQUITY DEPENDS ON WOMEN THEMSELVES

Second, the task force recommended that the council form a standing committee on equity issues. The purpose of this committee is not only to act as a "watchdog" but also to serve as an advisory group on equity issues. Details of its formation will be discussed at the council's first session this fall.

Third, there must be equal funding of both women's and men's intercollegiate sports programs. The task force found that although there were an even number of DAR-funded teams, there was a disparity of approximately \$60,000 in the funding between the men's and women's teams. Consequently an extra \$30,000 has been allocated to the women's teams this year. The remaining \$30,000 is scheduled to be included in the 1995-1996 budget. When the Friends of Football agreement makes the football team self-sustaining in another couple of years, the funding allocations will have to be revisited.

It is worth noting here the task force's concerns about fund raising. Financial support from alumni and friends is highly valued — in fact it is essential to the department. However, since the male community has a superior opportunity for fund raising, customarily benefiting men's sports, the task force thought it was imperative that women become more involved in fund raising for women's sports.

Fourth, the task force recommended that the DAR council support plans for renovation of the Clara Benson and the Warren Stevens Buildings. One of the main barriers to the proper implementation of gender equity is caused by the physical layout of these buildings, resulting from their joining in 1978 when the Warren Stevens Building opened. A long list of safety, security and comfort problems stem from the inadequacies of the physical facilities. Most of the minimal-cost safety and comfort measures have been approved by the council and a number of those have been implemented. But the critical problems can only be solved by a redesign. Although DAR has a committee working with the Facilities & Services Department to develop cost-efficient plans, the price tag will be substantial and if the project is approved, students will most likely bear the cost through levies. However, this is unfair. Student fees should not cover capital costs and since a redesign of the facilities is so integral for gender equity, you can argue that, morally, the brunt of the cost should be born by the University and the government.

THE UNIVERSITY'S ATTITUDE TOWARDS THE IMPORTANCE OF the role of sport and physical recreation in education and human development has been questioned since the administration's withdrawal of support for the department. I agree with Professor Jean Edward Smith's article in *The Globe & Mail* (Sound Body, Sound Mind, Jan. 22, 1993) that classroom instruction is only part of our educational process. Sports and recreation are just as important to the consummate human development of the student, the academic and the active citizen. As women's studies and gender issues are being incorporated into academic curricula, women should also have equitable opportunity to share in the benefits that accrue from participation in fitness, recreation and organized, competitive sports. However, implementation of gender equity will have to withstand outside criticism from members of the "old boys school" who do not understand the fairness of the concept, who fear change of the status quo and who are apprehensive about losing their favoured status.

How much will the task force's work on gender equity mean in the final analysis? I think the process has made a difference and will continue to do so. DAR's efforts are honest and sincere. For instance, when Metro Council sought to honour the Vanier Cup-winning U of T football team last year, DAR director Ian McGregor agreed only on the condition that the eight-time national champions women's field hockey team be recognized at the same ceremony. It is this kind of active awareness that will guarantee success and that typifies the welcoming attitude towards the goals of gender equity in the department. But there is a limit to what can be provided in the way of facilities, programs and opportunities for participation.

In the end the success of DAR's gender equity initiatives depends upon the attitudes of individuals. The department has started the process; now it's up to women to carry on and mobilize their self-esteem and their courage to take ownership — to accept nothing less than equity in their participation in athletics and recreation. After all, the purpose of striving for gender equity is to build community and improve the human condition to the advantage of everyone, regardless of gender.